

OSAC ANTI-HARASSMENT POLICY



General Principles: OSAC is committed to providing a safe and professional environment for all members and affiliates. We believe that everyone has the right to professional interaction without fear, intimidation, or belittlement and to fair and equal participation and treatment.

Our strength as an organization lies in our people, and we value all our members and affiliates. We will not accept any treatment that conflicts with this commitment in any OSAC activity or undertaking. OSAC meeting events are to provide a harassment-free experience for everyone, regardless of race, religion, gender, gender identity and expression, sexual orientation, disability, physical appearance, and body size. We have a zero-tolerance policy for hostile or harassing conduct of meeting participants. OSAC participants violating this policy may be censured, suspended, or terminated from participation in OSAC.

Definition: Harassment includes verbal comments reasonably perceived as offensive and related to race, religion, gender, gender identity and expression, sexual orientation, disability, physical appearance, or body size; non-forensic-related sexual images in public spaces; deliberate intimidation; stalking; unwelcome photography or recording; sustained disruption of talks or other events; inappropriate physical contact; and unwelcome sexual attention. Participants asked to stop any harassing behavior are expected to comply immediately.

Consequences: If a participant engages in harassing behavior, the FSSB, per the FSSB Procedure for Censure, Suspension, or Termination, may censure, suspend, or terminate the OSAC member or affiliate.

Reporting Hostile or Harassing Conduct: OSAC participants who believe that they or anyone else is being harassed or who have other concerns in this regard are encouraged to contact the FSSB Chair or the OSAC Program Office.