Anti-Harassment and Sexual Harassment Policy

Unacceptable behavior includes, but is not limited to: intimidating, threatening, harassing, abusive, discriminatory, derogatory, demeaning or disorderly conduct, or possession, use, or distribution of any illegal substances.

Harassing conduct can take many forms and may include, but is not limited to, the following: slurs, offensive jokes, statements, gestures, photographs, drawings, cartoons or pictures, assault, impeding or blocking another’s movement or otherwise physically interfering with activities, conducting unwanted audio or visual recordings, violating someone’s “personal space,” engaging in leering, stalking, staring, intimidating or threatening behavior, or making offensive communications such as in the form of emails, telephone calls, voicemails, text messages or social media.

Sexually harassing conduct in particular may include all of these prohibited actions, as well as other unwelcome conduct, such as requests for sexual favors, conversation containing sexual comments, physical contact, lewd or offensive behavior or language, and other unwelcome sexual advances. Sexually harassing conduct can be by a person of either the same or opposite sex.

NAHJ reserves the right in its sole discretion to determine what constitutes unacceptable behavior.

Unacceptable behavior will not be tolerated whether by other attendees, media, speakers, or venue staff. Anyone asked to stop engaging in unacceptable behavior is expected to comply immediately. If a participant engages in unacceptable behavior, NAHJ may take action we deem appropriate, up to and including immediate expulsion without warning from the event and without refund of any registration or other fees, and revocation of your membership in NAHJ.