



ACOG FOUNDATION MEETINGS ANTI-HARASSMENT POLICY

1. Background

ACOG Foundation promotes an environment of respect, fairness, integrity, and inclusiveness. These values are reflected in the ACOG Code of Professional Ethics, the ACOG Foundation Statement of Values, the ACOG and ACOG Foundation's Diversity Statement for Volunteer and Leadership Positions, and ACOG's Harassment-Free Workplace Policy

The ACOG Harassment-Free Workplace Policy prohibits sexual and discriminatory harassment against ACOG employees, whether the harassment is committed by an employee, member, volunteer, vendor, exhibitor, or other party. This ACOG Foundation Meetings Anti-Harassment Policy further promotes ACOG and ACOG Foundation's values by defining the expectations for all participants at any ACOG Foundation meeting and related social events. When used in this policy, "participant" refers to anyone present at any ACOG Foundation Meeting, including all attendees, members, speakers, staff, contractors, vendors, and exhibitors. This policy applies to all meetings hosted by ACOG Foundation, at all venues and events, including all ancillary or unofficial social events held in conjunction with any ACOG Foundation meeting.

2. Expected Behavior

ACOG Foundation expects all participants at every ACOG Foundation Meeting to behave responsibly and professionally and to abide by this Anti-Harassment Policy. In addition, ACOG Foundation expects participants to comply with the following:

- **Responsible alcohol consumption:** At many ACOG Foundation networking events both alcoholic and non-alcoholic beverages are served. ACOG Foundation expects participants at our events to drink alcoholic beverages responsibly. ACOG Foundation and event staff have the right to deny service to participants for any reason, and may require a participant to leave the event.
- **Safety and security:** Participants should alert ACOG staff if they notice a dangerous situation or someone in distress.
- **Treatment of others:** Participants must exercise professionalism, consideration, and respect in their speech and actions and must refrain from demeaning, discriminatory, or harassing behavior and speech. Participants who experience or witness harassment are encouraged to report it as provided in Paragraph 5, below.

3. Unacceptable Behavior

ACOG Foundation will not tolerate harassment, including sexual harassment, by any participant at any ACOG Foundation meeting. Sexual harassment is defined as unwelcome sexual advances or touching, requests for sexual favors, or other unwelcome physical, verbal, visual, or other

conduct of a sexual nature. Unacceptable behaviors include, but are not limited to:

- Unwelcome and uninvited attention or contact with another participant
- Verbal or written comments, or visual images, that are sexually suggestive, or that denigrates or shows hostility or aversion toward an individual, or group of individuals, and that creates an intimidating, hostile, or offensive environment, or that unreasonably interferes with an individual's ability to participate in an ACOG Foundation meeting or event.
- Inappropriate, unnecessary, or irrelevant use of nudity and/or sexual images in public spaces, including presentation slides;
- Intimidating, harassing, abusive, discriminatory, derogatory or demeaning speech or actions by any participant in any ACOG Foundation meeting, at all related events and in one-on-one communications carried out in the context of any ACOG Foundation meeting.
- Harmful or prejudicial verbal or written comments or visual images related to gender, sexual orientation, race, religion, disability, age, appearance, or other personal characteristics
- Deliberate intimidation, stalking, or following;
- Harassing photography or recording;
- Sustained disruption of talks or other events;
- Physical assault (including unwelcome touch or groping)
- Real or implied threat of physical harm
- Real or implied threat of professional or financial damage or harm

4. Consequences of Unacceptable Behavior

Unacceptable behavior from any participant at any ACOG Foundation meeting will not be tolerated. **If a participant engages in unacceptable behavior, ACOG Foundation may take any action that it deems appropriate, including exclusion from particular events or removal from the meeting (without refund) at which the harassment occurred. Egregious violations may be referred to the ACOG Grievance Committee and/or may result in exclusion from future meetings.**

5. Reporting Unacceptable Behavior

If you are being harassed, notice that someone else is being harassed, or have any concerns that require assistance, please call 844-460-6615.

Comments or other concerns can be sent to meetingspolicy@acog.org.

Approved by the Board of Directors: April 2023