



ACOG Meetings Anti-Harassment Policy

Background

The American College of Obstetricians and Gynecologists promotes an environment of respect, fairness, integrity, and inclusiveness. (See ACOG Diversity Statement for Volunteer and Leadership Positions). These values are reflected in the ACOG Code of Professional Ethics, the Statement of Values, and the ACOG Diversity Statement for Volunteer and Leadership Positions.

ACOG's commitment to its values is also reflected in its Harassment-Free Workplace policy, which 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 Meetings Anti-Harassment Policy further promotes ACOG's values by defining the expectations for all participants at any ACOG meeting and related social events. When used in this policy, "participant" refers to anyone present at any ACOG Meeting, including all attendees, members, speakers, staff, contractors, vendors, and exhibitors. This policy applies to all meetings hosted by ACOG, at all venues and events, including all ancillary or unofficial social events held in conjunction with any ACOG meeting.

Expected Behavior

ACOG expects that during ACOG Meetings every participant/attendee behave responsibly and professionally and to abide by this Anti-Harassment Policy. In addition, ACOG expects participant/attendees to comply with the following:

- **Responsible alcohol consumption:** At many ACOG networking events both alcoholic and non-alcoholic beverages are served. ACOG expects participants/attendees at our events to drink alcoholic beverages responsibly. ACOG and event staff have the right to deny service to participant/attendees for any reason and may require a participant to leave the event.
- **Safety and security:** Participants/attendees 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/Attendees who experience or witness harassment are encouraged to report it as provided in Paragraph 5, below.



Unacceptable Behavior

ACOG will not tolerate harassment, including sexual harassment, by any participant at any ACOG 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 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 meeting, at all related events and in one-on-one communications carried out in the context of any ACOG 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

Consequences of Unacceptable Behavior

Unacceptable behavior from any participant/attendee at any ACOG meeting will not be tolerated. **If a participant /attendee engages in unacceptable behavior, ACOG 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.**

Reporting Unacceptable Behavior

ACOG has established a compliance hotline and website through NAVEX to provide meeting attendees with the ability to report unacceptable behavior. ACOG will treat all aspect of the reporting procedure confidentially to the extent reasonably possible. If you are being harassed, notice that someone else is being harassed, or have any concerns that require assistance, please call or file a report online using our compliance hotline or website. Comments or other concerns can be sent to meetingspolicy@acog.org. To file a claim online visit www.acog.ethicspoint.com. To file a claim via phone, please dial toll-free at (844)460-6616.