



Anti-Harassment and Anti-Discrimination Statement

Introduction

The SMSNA affirms its commitment to providing an environment of respect, professionalism, and inclusivity for all members, volunteers, staff, and participants in our activities. This anti-harassment and anti-discrimination statement offers additional context to the concept of 'ethical conduct' outlined in Article VII, Section A.1.e of our Bylaws.

Prohibition of Harassment and Discrimination

SMSNA is committed to providing a professional, respectful, and inclusive environment for all members. Harassment, discrimination, or unprofessional behavior will not be tolerated in any setting where SMSNA business is conducted, including meetings, events, calls, electronic communications, and online platforms. All members are expected to uphold the highest standards of professionalism, ensuring that our community remains safe for learning, collaboration, and growth. Derogatory and other inappropriate comments, slurs, or jokes are unacceptable under any circumstances.

Definition of Harassment

The US Equal Employment Opportunity Commission (EEOC) defines harassment as unwelcome and offensive conduct that is based on race, color, religion, national origin, sex (including pregnancy, gender identity, and sexual orientation), religion, disability, age (age 40 or older), or genetic information. Harassment is defined as unlawful when the conduct is severe and pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.

Definition of Sexual Harassment

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature that is unwanted by the recipient.

Definition of Discrimination

Discriminatory behaviors are actions that can be verbal, written, or physical in nature and show hostility or aversion toward an individual based on an individual's race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, or marital status.

Examples of Harassment and Discrimination

Discrimination and harassing behaviors have the effect of creating an intimidating, hostile or offensive environment. Forms of harassment and discrimination include, but are not limited to the following:

Verbal: Repeated innuendoes or epithets, derogatory slurs, off-color jokes, propositions, threats, or suggestive or insulting sounds, or show hostility or aversion toward an individual based on their protected status.

Physical: Unwanted physical contact, including touching, interfering with an individual's normal work movement, leering, or obscene gestures or an assault.

Other: Making or threatening reprisals as a result of a negative response to harassment.

Reporting of Harassment or Discrimination Concerns

SMSNA encourages members to report real or perceived incidents of harassment or discrimination occurring at SMSNA-sponsored events. Concerns may be submitted verbally or by written correspondence to at least one of the following: the current SMSNA President, the SMSNA Executive Director, or other SMSNA Officer. SMSNA prohibits retaliation against any individual who reports harassment or discrimination or participates in the review process. False and malicious complaints of harassment or discrimination may be subject to disciplinary action including potential loss of membership.

Management of Harassment or Discrimination Concerns

All harassment or discrimination concerns will be reviewed by the Ethics Committee following SMSNA Bylaws Article VII, Section B.