



ANTI-HARASSMENT POLICY

In all activities, TMS is committed to providing a professional environment free of harassment, disrespectful behavior, or other unprofessional conduct.

The TMS anti-harassment policy applies to all persons involved in any TMS-sponsored activity (e.g., event attendance, presentations, publications, website postings, etc.) or who may be representing TMS.

TMS policy prohibits conduct that is disrespectful, unprofessional, or harassing as related to any number of factors including, but not limited to, religion, ethnicity, gender, national origin or ancestry, physical or mental disability, physical appearance, medical condition, partner status, age, sexual orientation, military and veteran status, or any other characteristic protected by relevant federal, state, or local law or ordinance or regulation.

Such prohibited conduct can take many forms, including but not limited to, publicly or privately

- **Verbal conduct**, such as epithets, derogatory jokes or comments, slurs, or unwanted sexual advances, invitations, or comments
- **Communication via electronic media of any type** such as web site postings, email, and texting
- **Visual displays**, such as derogatory and/or sexually oriented print or electronic images, photography, cartoons, drawings, or gestures
- **Physical conduct**, including assault, unwanted touching, intentionally blocking normal movement
- **Retaliation** for reporting or threatening to report harassment

Failure to comply with this policy could lead to censure from the TMS Board of Directors, potential legal action, or other actions.

Anyone who witnesses prohibited conduct or who is the target of prohibited verbal or physical conduct should notify a TMS staff member as soon as possible following the incident. It is the duty of the individual reporting the prohibited conduct to make a timely and accurate complaint so that the issue can be resolved swiftly.

TMS will keep confidential the details of reports of prohibited conduct except when limited information exchange is needed to properly investigate a report of prohibited conduct.

TMS leadership will assure that any reported violations of this policy are addressed in a timely manner.