



## 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 activity (e.g., event attendance, presentations, publications, committee meetings and listservs, website postings, etc.) or who may be representing TMS. In addition, meeting participants are expected to abide by the *TMS Meetings Code of Conduct*.

The TMS Anti-Harassment policy prohibits conduct that is disrespectful, unprofessional, or harassing as related to any number of factors including, but not limited to, race, religion, ethnicity, gender, gender identity or expression, 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, public or private

- **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

Individuals engaging in behavior prohibited by this policy may be subject to disciplinary action. Examples of disciplinary action include, but are not limited to, verbal warning, ejection from the event or activity in question without refunds, ban from participation in future events or activities, censure from the TMS Board of Directors, notification of employer, potential legal action, or other actions. The Board of Directors is granted the right in the TMS Bylaws to terminate the membership of any member.

Anyone who witnesses or who is the target of prohibited conduct is encouraged to notify a TMS staff member or venue staff as soon as possible following the incident so that the issue can be addressed in a timely manner.

TMS will endeavor to keep confidential the details of reports of prohibited conduct to the extent consistent with adequate investigation and appropriate corrective action. TMS will communicate the determination of the investigation, inclusive of any disciplinary action, to the involved parties as appropriate. If a party does not agree with its resolution that party may appeal to the Board of Directors via the TMS Executive Director or TMS President. The decision of the Board of Directors shall be final.