

# Event Unlawful Discrimination, Anti-Harassment & Safety Policy

AAJ is committed to providing a safe, productive, and welcoming environment for all meeting participants and AAJ staff. All participants, including, but not limited to, attendees, speakers, volunteers, exhibitors, sponsors, AAJ staff, and service providers, are expected to comply with this Policy. It applies to all AAJ events, including those sponsored by companies and firms held in conjunction with AAJ events, in public or private facilities.

AAJ does not tolerate any form of discrimination or harassment, including but not limited to sexual harassment. In response to any incident of unacceptable behavior, AAJ reserves the right to take any action deemed necessary and appropriate, including immediate removal from the meeting without refund and the right to prohibit attendance at any future event.

## Examples of Unacceptable Behavior

- Harassment, intimidation, or discrimination.
- Physical or verbal abuse.
- Inappropriate verbal comments related to gender, age, pregnancy, marital status, sexual orientation, disability, personal appearance, race, religion, or national origin.
- Inappropriate use of nudity and/or sexual images in public spaces or in presentations.
- Harassing, threatening or stalking.
- Unwanted touching, unwanted remarks of a sexual nature, unwelcome comments about someone's body or personal appearance, and unwelcome attention.

If you experience harassment or notice that someone else is being harassed, contact either Anne Doohan, Chief Operating Officer, at [anne.doohan@justice.org](mailto:anne.doohan@justice.org) or Anji Jessoramsing, General Counsel, at [anji.jessoramsing@justice.org](mailto:anji.jessoramsing@justice.org) so that we can investigate and take appropriate action.

## Responsible Drinking

At AAJ events, including receptions, where both alcoholic and non-alcoholic beverages are served, participants and staff who choose to drink alcoholic beverages are expected to drink responsibly. AAJ and convention, hotel or venue event staff have the right to deny service to attendees for any reason and may require an attendee to leave the event.

## Personal Safety and Security

AAJ is committed to providing a safe and secure environment at its meetings and events by working with venue staff to make sure meeting participants are safe. We ask that all attendees report any questionable or concerning activity to AAJ or convention, hotel or venue event staff.

- Be aware of your surroundings at all times. Do not wear earbuds.
- Use the buddy system when walking to and from event venues, including networking event locations during early or late hours.
- Don't wear your meeting badge on the street. Take it off as soon as you leave the building/venue.
- Don't carry a lot of cash or credit cards. Leave in your hotel room safe.
- Don't leave personal property unattended anywhere, anytime.