

## **Illinois Wastewater Professionals Conference Anti-Harassment Policy**

The Illinois Water Environment Association (IWEA) and the Illinois Association of Water Pollution Control Operators (IAWPCO), co-producers of the Illinois Wastewater Professionals Conference (IWPC), are dedicated to providing a harassment-free experience for members and non-members alike, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, or any other protected class. Harassment, in any form, will not be tolerated in connection with or during the Illinois Wastewater Professionals Conference. IWEA and IAWPCO strongly value diversity and feels it increases the value of the Conference. Persons violating these rules may be sanctioned or expelled from IWPC and/or barred from participating in future IWPC events.

Harassment includes, but is not limited to:

- Verbal comments that reinforce social structures of domination related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, or religion.
- Sexual content of any kind in any public spaces
- Deliberate intimidation, stalking, or following
- Harassing photography or recording
- Sustained disruption of talks or other events
- Inappropriate physical contact
- Unwelcome sexual attention
- Advocating for, or encouraging, any of the above behavior

Exhibitors in the expo hall, sponsor or vendor booths, or similar activities are also subject to the anti-harassment policy. Exhibitors should not use sexualized images, activities, or other material. Booth staff (including volunteers) should not use sexualized clothing/uniforms/costumes, or otherwise create a sexualized environment.

### **Enforcement**

Any member of the IWPC Planning Committee including Moderators, or any member of IWEA or IAWPCO Executive Board can issue a verbal warning to a person whose behavior violates IWPC's anti-harassment policy. The warning is to be reported to the Executive Manager of IWEA, (630) 391-2169 or **The Executive Director of IAWPCO xxx-xxx-xxxx, as soon as practical.**

Persons who are asked to stop any harassing behavior are expected to comply immediately.

Any presentation that repeatedly or seriously violates the anti-harassment policy will be halted immediately.

If a person engages in harassing behavior, a member of the IWPC Planning Committee including Moderators retains the right to take any actions to keep the environment welcoming for all. This includes warning the offender or expulsion from an event with no refund.

The IWPC Joint Leadership Executive Committee or a member the IWPC Planning Committee including Moderators may take action to redress anything designed to, or with the clear impact of, disrupting any meeting, event, or IWPC sponsored social activities or making the environment hostile for any participants.

IWPC retains the right to inform other parties of the violation if the Joint Leadership Executive Committee deems it appropriate.

### **Expulsion**

A person may be expelled from any event or social activity by the decision of any of the above listed entities for whatever reasons they deem sufficient. However, here are some general guidelines for when a participant will be expelled:

- A second offense resulting in a warning
- Continuing to harass after any "No" or "Stop" instruction
- A pattern of harassing behavior, with or without warnings
- A single serious offense (e.g., punching or groping someone)
- A single obviously intentional offense (e.g., taking up-skirt photos)
- Hotel/venue security and local authorities will be contacted when appropriate.

In the event of a pattern of harassing behavior, single serious offenses, or failure to cease harassment after warnings, the IWPC Joint Leadership Executive Committee may vote to bar that person from participating in any future IWPC related event.