



## **ANTI-DISCRIMINATION AND HARASSMENT POLICY**

ACNM strives to maintain professional environments and professional interactions where people are treated with dignity, decency, and respect --- an environment characterized by mutual trust and the absence of intimidation, oppression, and exploitation. This policy provides guidance to ensure respectful, professional, and productive interactions during ACNM proceedings.

ACNM will not tolerate unlawful discrimination or harassment of any kind. Through enforcement of this policy and education of employees, ACNM will seek to prevent, correct, and discipline behavior that violates this policy.

This policy applies to staff, volunteers, speakers, guests, members, contractors, military, government, industry attendees, and others who engage in ACNM proceedings (hereinafter referred to as "All Parties"). When notified of individuals engaging in harassing behavior; including but not limited to harassment based on race, color, national origin, age, ethnicity, religion, disability status, physical appearance, gender, sexual orientation, gender identity, genetic information, or marital status, ACNM may take any action they deem appropriate, ranging from a simple warning to expulsion from current and/or future ACNM proceedings, meetings, conference and events. Decisions to ban individuals from future proceedings will be made by ACNM senior staff, the Executive Committee, and the Board of Directors.

If someone experiences harassment, notices someone else being harassed, or has any other concerns, contact a member of the ACNM senior staff, Executive Committee, or Board of Directors who can facilitate the appropriate steps to resolve the situation.

### **Purpose**

In compliance with all applicable federal, state, and local anti-discrimination laws and regulations, ACNM enforces this policy in accordance with the following guidelines.

## **Responsibilities**

All Parties representing or acting on behalf of ACNM are expected to:

1. Promote and foster respect and fairness, and act with integrity and in an ethical and professional manner in their interactions with each other.
2. Maintain high ethical and moral behavior at ACNM meetings, conferences, and events to ensure behavior reflects ACNM Core Values.
3. Report suspected harassment and/or abuse to ACNM senior staff, the Executive Committee, and/or Board of Directors.
4. Where assigned, ensure prompt, appropriate responses to complaints of suspected harassment and/or abuse to include, providing a follow-up communication to the complainant about actions taken.
5. Take appropriate steps to stop offensive conduct and implement appropriate follow-on action.

## **Procedures**

All Parties are encouraged, but not required, to inform the harasser that their conduct is unwelcome regardless of whether the harasser is directly confronted. All Parties are encouraged to report the conduct to ACNM senior staff, Executive Committee, and/or the Board of Directors to help facilitate an ACNM investigation and address the conduct.

If an employee is involved in the situation, as either the offender or victim, a report must be made to the ACNM Chief Executive Officer (CEO).

## **Harassment Statement: ACNM Meetings, Conferences, and Events**

The following statement is to be included on all meeting, conference, and event websites, along with event materials where applicable. In proceedings of the American College of Nurse-Midwives (ACNM), the ACNM strives to maintain professional environments and professional interactions where people are treated with dignity, decency, and respect – an environment characterized by mutual trust and the absence of intimidation, oppression, and exploitation. ACNM will not tolerate discrimination or harassment of any kind. ACNM will not tolerate negative biases and racial stereotypes from any party including staff, volunteers, speakers, guests, members, contractors, military, government, and industry representatives. Breaches of these policies by third party vendors would be cause for disciplinary action and/or cancellation of said contract at the discretion of the CEO. The ACNM Anti-Discrimination & Harassment Policy, and the ACNM Position Statement on Racism and Racial Bias can be found on the ACNM website at [www.acnm.org](http://www.acnm.org).