



## **ACNM POLICY PROHIBITING DISCRIMINATION, HARASSMENT, AND BULLYING**

### **Purpose**

This Policy is intended to reflect ACNM's values and applicable federal, state, and local anti-discrimination laws and regulations. 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. We expect respectful, professional, and productive interactions in ACNM on-line resources, meetings, programs, conferences, and events.

### **Who is Covered?**

This Code applies to members, leaders, staff, volunteers, speakers, guests, members, contractors, military, government, and industry representatives involved in ACNM programs, communications, and activities (together "the ACNM Community"). The Policy applies to interactions throughout ACNM programs, proceedings, and activities

### **Conduct Prohibited.**

ACNM prohibits unlawful discrimination or harassment of any kind, including discrimination or harassment based on race, traits and negative bases historically associated with race, color, national origin, age, ethnicity, religion, disability status, physical appearance, gender, sexual orientation, gender identity, genetic information, or marital status, pregnancy (including childbirth, lactation and related medical conditions), ancestry or national origin, sex, age, veteran status, socioeconomic status, or any other legally recognized protected basis under federal, state, or local laws, regulations, or ordinances.

ACNM also prohibits bullying, trolling, taunting, defaming, and uncivil conduct. Bullying is deliberate aggressive behavior done to harm, intimidate, or coerce another person. Unacceptable aggressive behavior may be verbal such as name calling, spreading rumors, or ridicule, shoving or physical assault, or relational such as social exclusion or undermining the authority of the victim to others. Using ACNM resources to post inflammatory content, to provoke someone by insults, or to harm someone's reputation would constitute prohibited trolling, taunting, or defaming. Uncivil conduct refers to behavior that is rude or discourteous.

### **Posting of this Policy.**

The following statement is to be included on all meeting, conference, and event websites, along with event materials where applicable.

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

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).

**Addressing; Reporting.**

All Parties are encouraged, but not required, to inform a perceived offender that their conduct is unwelcome regardless of whether the offender is directly confronted.

To report if someone experiences harassment, notices someone else being harassed, or has any other concerns about conduct in an ACNM program or event that is prohibited by this Policy, contact a member of the ACNM senior staff, Executive Committee, or Board of Directors who can facilitate the appropriate steps to address the situation.

**Enforcement**

This Policy is enforced under the procedures set forth in the ACNM Member Code of Conduct.

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