

PNWIS Conference and Event Anti-Harassment Policy

The Pacific Northwest International Section (PNWIS) of the Air & Waste Management Association (A&WMA) is dedicated to providing a harassment-free experience for everyone at our conferences and events. PNWIS does not tolerate harassment in any form. Event participants or guests of participants, violating these rules may be sanctioned or expelled from the event without a refund at the discretion of the event organizers and/or the PNWIS Executive Board (hereafter collectively referred to as “organizers”). Event participants violating these rules may also be banned from future events.

Harassment includes, but is not limited to:

- Deliberate intimidation, stalking, or following
- Unwelcome or unwanted sexual advances
- Inappropriate physical contact
- Verbal comments, jokes, slurs, or threats related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, national origin, age, or religion
- Sustained disruption of talks or other events
- Harassing photography or recording
- Offensive or harassing images in public spaces
- Advocating for, or encouraging, any of the above behavior

Enforcement:

Event participants asked to stop any harassing behavior are expected to comply immediately. Event participants include all attendees, guests, exhibitors, and sponsors of the event. If other members of the public or venue staff are exhibiting harassing behavior, organizers should be informed, and other resources (e.g. venue management, security, police) may be contacted by an event organizer as appropriate.

If a participant engages in any harassing behavior, organizers retain the right to take any action to keep the event a harassment-free environment for all participants. This includes warning the person or expulsion from the event with no refund.

Organizers may take action to redress anything designed to, or with the clear impact of, disrupting the event or making the environment hostile for any participants.

We expect participants to follow these rules at all event venues and event-related social activities. We encourage chapters to also consider following this protocol during their events.

Reporting:

For PNWIS events, anyone who feels harassed is strongly encouraged to immediately contact organizers. At the annual conference, the event organizers include the planning committee members and PNWIS Board members. These individuals are identified with ribbons affixed to their name badges. For other PNWIS events, the person organizing the event will identify the event organizers. PNWIS encourages chapters to also consider following this protocol.

Anonymous reports can be made and although the event organizers cannot follow up on an anonymous report with the person who filed the report directly, the event organizers will follow-up and take action as determined appropriate to address the situation.

Follow-up:

When taking a personal report, the organizers will meet with the person reporting the incident in a private location. With the permission of the person reporting the incident, the meeting may involve other event organizers or board members to help understand the person’s concerns, observations, or actions. The person reporting the incident may include others in the meeting. The organizers will contact hotel/venue security, local law enforcement, provide escorts, or provide other assistance, if necessary, to address the situation.

Reports of harassment will be promptly investigated, and additional information will be gathered as needed to decide on appropriate actions. The organizers will communicate the actions determined necessary to people who need to know the outcome. For example, the organizers will communicate to (1) the person that the complaint was about, if that person needs to change their behavior or leave the event; or (2) the event organizers, if the organizers need to enforce any boundaries. A participant may be expelled from the event and banned from future events for violations of this policy.

Date	Committee	Revisions
8/15/2022		Initial Policy
10/10/2022	M Corbin, B Hodgson, K Kolesar, A Peccia	(1) Removed discrimination termination in lieu of federal reference, (2) consolidated event organizers, PNWIS executive board, and PNWIS into a collective “organizers”, and (3) added revision tracking box.