

## **NACE Anti-Harassment Policy**

**Approved by the NACE Board: August 24, 2022**

National Association for Catering and Events (NACE) is committed to maintaining an environment that is free of harassment. Harassment of any form including, race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), national origin or ethnicity, age, disability, genetic information, veteran or military service, or any other basis is prohibited.

NACE will not tolerate verbal or physical conduct that harasses, disrupts, or interferes with another's performance or that creates an intimidating, offensive or hostile environment at any official NACE member meeting, board meeting, networking event, awards function, conference, or board retreat at the chapter or national level.

Specifically, sexual harassment includes things such as:

*unwelcome sexual advances; verbal innuendoes of a sexual nature; off-color language or story telling; offensive personal references; lewd comments; sharing of material picturing scantily clad persons of either sex or demeaning, insulting, intimidating or sexually suggestive objects, pictures or photographs; unwanted physical contact or conduct including sexual flirtations, touching, advances or propositions; demeaning, insulting, intimidating or sexually suggestive written, recorded or electronically transmitted messages; seemingly innocent behavior of a sexual or demeaning nature which is offensive to others; requests for sexual favors as an explicit or implicit condition of membership or membership decisions and conduct that creates a hostile or offensive environment.*

NACE members, who, following an investigation of a complaint of sexual or other harassment, are determined to be in violation of this policy, will be disciplined appropriately, up to and including termination of any volunteer position held and/or NACE membership.

Anyone who believes that they have been harassed should promptly report such harassment to the NACE National Board, who will be responsible for investigating reported policy violations in accordance with the NACE Code of Ethics.

In investigating reported policy violations:

- Efforts will be made to protect privacy and confidentiality of all parties
- A fair and timely investigation will be conducted
- There will be no retaliation by NACE for making a complaint
- Complaints found to be knowingly and intentionally false will be handled appropriately