**BHI’19 anti-harassment policy:**

The BHI’19 organizing committee seeks to provide a conference environment in which diverse attendees may learn, network and enjoy the company of colleagues in a professional atmosphere. BHI’19 does not tolerate any form of harassment including sexual harassment. The committee is committed to promptly reporting and properly handling any instances of harassment.

**Definition of Harassment**

Harassment includes, but is not limited to, offensive verbal comments related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, national origin, religion, age, marital status, military status, or any other status protected by law; deliberate intimidation; stalking; following; harassing photography or recording; sustained disruption of talks or other events; and inappropriate physical contact.  Attendees asked to stop any harassing behavior are expected to comply immediately.

**Sexual harassment**: May include but is not limited to gender or sex-based harassment, unwelcome sexual attention, sexual coercion, or creating a hostile environment.

**Scope of Policy**

This Anti-Harassment Policy applies to all attendees at BHI’19, including participants, guests, staff, and exhibitors.  All attendees are expected to comply with this Anti-Harassment Policy at all event venues and event-related social events.

**Reporting an Incident**

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact an BHI’19 staff member or organizing committee member immediately.  BHI’19 staff and organizing committee members can be identified by the official staff badge  All complaints will be treated seriously and will be investigated promptly.

**Disciplinary Action**

All reports of harassment will be directed immediately to the BHI’19 organization committee who may consult with and engage other BHI’19 staff, leaders and legal counsel as appropriate.  Event security and/or local law enforcement may be involved, as appropriate based on the specific circumstances.  In response to a report of harassment, the BHI’19 organization committee and staff may take any action they deem appropriate.  Such actions range from a verbal warning to ejection from the event without a refund.  Repeat offenders may be subject to further disciplinary action, such as being banned from participating in future BHI conferences.