



**Event Anti-Harassment Policy  
for all American Clean Power Association Events**

**Statement of Policy:**

The American Clean Power Association ("ACP") is dedicated to providing a harassment-free experience for everyone at ACP events. ACP seeks to provide a conference environment in which diverse attendees may learn, network and enjoy the company of colleagues in a professional atmosphere. ACP does not tolerate harassment of attendees in any form. Use of sexual or discriminatory language and imagery is not appropriate for any ACP event. Violators of this Event Anti-Harassment Policy may be sanctioned or expelled from the event at the discretion of the ACP event organizers.

**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.

**Definition of Sexual Harassment:**

Sexual harassment does not refer to occasional compliments or other generally acceptable social behavior. Sexual harassment refers to verbal, physical, and visual conduct of a sexual nature that is unwelcome and offensive to the recipient. By way of example, sexual harassment may include such conduct as sexual flirtations, advances, or propositions; verbal comments or physical actions of a sexual nature; sexually degrading words used to describe an individual; an unwelcome display of sexually suggestive objects or pictures; sexually explicit jokes; and offensive, unwanted physical contact such as patting, pinching, grabbing, groping, or constant brushing against another's body. Attendees asked to stop any sexually harassing behavior are expected to comply immediately.

**Scope of Policy:**

This Anti-Harassment Policy applies to all attendees at ACP events, including participants, guests, staff, contractors, and exhibitors. **All attendees are expected to comply with this Event 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 ACP staff member immediately. ACP staff can be identified by the official staff badge which is white with the blue and green ACP logo, their name and title. All complaints will be treated seriously and will be investigated promptly.

ACP staff will be happy to help attendees contact venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the event. Additional information on reporting an incident at a specific event can be found below.

**Disciplinary Action:**

All reports of harassment will be directed immediately to the ACP's Conference leadership team who may consult with and engage other ACP 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 ACP Conference leadership team or ACP 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 ACP conferences or events.