



## **PASS BAC Anti-Harassment Policy**

PASS Business Analytics Conference (BAC) provides data professionals from a variety of backgrounds with an opportunity to connect, share, and learn. We value the strong sense of community that characterizes this event, and we seek to foster an inclusive, professional atmosphere.

We are dedicated to providing a harassment-free conference experience for everyone, regardless of gender, race, sexual orientation, disability, religion, or any other protected classification.

Everyone at BAC is expected to follow the Anti-Harassment Policy. This includes but is not limited to: PASS Staff, Exhibitors, Speakers, Attendees, and anyone affiliated with the event. Participants are expected to follow the Anti-Harassment Policy at all BAC events, including PASS-sponsored social events.

### **Participant Behavior**

Harassment includes, but is not limited to, offensive verbal comments related to gender, race, sexual orientation, disability, religion, or any other protected classification directed toward an individual or group. Intimidation, threats, stalking, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome attention will also be considered harassment. Similarly, sexual, racist, derogatory, threatening, or other inappropriate language and imagery are not appropriate for any conference venue, including sessions.

### **Recourse**

If a participant violates this Anti-Harassment Policy, the conference organizers may take any action they deem appropriate, including warning the offender or expelling the offender from the conference. No refunds will be granted to attendees expelled from BAC due to violations of this policy.

If you are being harassed, witness harassment, or have any other concerns, please contact a member of conference staff immediately. Conference staff can be identified by their "Headquarters" shirts and are trained to respond appropriately.

An Anti-Harassment Review Committee (AHRC) made up of the Executive Manager and three members of the Board of Directors designated by the President will be authorized to take action in response to an incident or behavior that violates the Anti-Harassment Policy.

If you have any questions about the PASS Anti-Harassment Policy, please contact [PASS Governance](#).