



PASS Summit Anti-Harassment Policy

PASS Summit provides database 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, gender identity and expression, race, sexual orientation, disability, religion, or any other protected classification.

Everyone attending PASS Summit is expected to follow the Anti-Harassment Policy. This includes but is not limited to: Attendees, Speakers, Partners, Exhibitors, Volunteers and PASS staff at any event which is managed by PASS or our Partners during the week of PASS Summit. Partners are required to affirm, uphold and enforce the PASS Anti-Harassment Policy throughout the week of PASS Summit at any event which they organize in conjunction to PASS Summit; Partners being all Sponsors and Exhibitors and anyone listing an event on the PASS Summit website. All PASS Summit Attendees are expected to follow the Anti-Harassment Policy in any situation in which they are interacting with one another during the week of PASS Summit. Harassment in any form, will not be tolerated.

Participant Behavior

Harassment includes, but is not limited to, offensive verbal or written comments related to gender, gender identity and expression, age, race, ethnicity, sexual orientation, disability, religion, physical appearance, 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 this and/or future conferences. No refunds will be granted to attendees expelled from the PASS Summit due to violations of this policy.

Reporting

If you are being harassed, witness harassment, or have any other concerns, please email governance@pass.org

You can file an incident [report](#) and submit it to passgovernance@pass.org. All submitted incident reports and emails will be investigated as soon as possible.

An Anti-Harassment Review Committee (AHRC) made up of the Executive Director and PASS Governance will be authorized to take action in response to an incident or behavior that violates the Anti-Harassment Policy. After a report is received the AHRC will conduct a full investigation and take whatever action it deems appropriate. Should a committee member be directly involved in an alleged incident report, they will recuse themselves from the process for that reported incident.

If you have any questions about the PASS Anti-Harassment Policy, please contact Governance@pass.org.