**Anti-Harassment Policy**

Date Established: **August 2020**

Amended:

Hoof Trimmers Association is committed to creating and maintaining a harassment-free environment in which all individuals are treated with respect and dignity. All members and participants, including employees, contractors, vendors, volunteers and guests are expected to engage in consensual and respectful behavior and to preserve HTA’s standard of professionalism at all times. The following policy pertains to all venues where officially sanctioned AHA conferences, meetings, and other activities occur, whether in person, by telephone, or through electronic communication.

The HTA has absolutely no tolerance for sexual harassment in any setting. Sexual harassment is behavior (speech or actions) in formal or informal settings that “demeans, humiliates, or threatens an individual on the basis of their sex,” gender, gender expression, or sexual orientation. Sexual harassment can also take nonsexual forms and includes discriminatory remarks or actions based on an individual’s sex, gender, gender expression or sexual orientation. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal comment or physical conduct of a sexual nature, including situations in which

* the request or conduct involves any implied or expressed promise of professional reward for complying;
* the request or conduct involves any implied or expressed threat of reprisal or denial of opportunity for refusing to comply;
* the request or conduct results in what reasonably may be perceived as a hostile or intimidating environment.

Such examples are illustrative, not exhaustive. Sexual harassment does not refer to occasional compliments of a socially acceptable nature or consensual personal and social relationships without discriminatory effect. It refers to behavior that reasonably situated persons would regard as unwelcome and as personally intimidating, hostile, or offensive.

Finally, according to U.S. Equal Employment Opportunity Commission (EEOC) guidelines, the victim of harassment can be anyone affected by the offensive conduct, not just the individual at whom the conduct is directed.

All participants in the Annual Meeting will be required to acknowledge the policy and their willingness to abide by it as part of the registration process. The executive director will provide to the Board of Directors an annual report of complaints received (with no names used). The report will be circulated to the full Board of Directors and made available to the membership upon request.

**Addressing Violations of the Statement**

Any person who has experienced a serious verbal threat or any physical assault should contact law enforcement officials immediately.