



ANXIETY AND DEPRESSION ASSOCIATION OF AMERICA

Anti-Harassment Policy June 2020

ADAA strives to provide an environment in which our diverse members may learn, network, and share information freely with their colleagues. As such, ADAA is committed to providing a safe and harassment-free conference experience for all participants (presenters, attendees, exhibitors, guests, and staff) regardless of age, race, sex, ethnicity, national origin, religion, language, sexual orientation, gender identity or gender expression, or disability. In further support of this commitment, ADAA will not tolerate harassment of any conference participant in any form.

ADAA's anti-harassment policy applies to in-person as well as virtual events. During virtual events, behaviors such as spam posts (reposting the same content repeatedly or soliciting business, etc.) which are disruptive to the event will be cause for removal from the event. Negative comments or posts about race/ethnicity, gender and gender identity, sexual orientation, disability, age, religion, physical appearance or other protected categories or sharing inappropriate or explicit material will also be cause for removal from the virtual platform.

All participants are expected to abide by ADAA's anti-harassment policy. Any participant found to be in violation of the policy or otherwise disruptive to the event may be sanctioned or expelled from the current or future events at the discretion of ADAA staff.

If you are being harassed, notice that someone is being harassed, or have other concerns, contact ADAA's Executive Director Susan Gurley (sgurley@adaa.org) immediately. All reports will remain confidential.