

NATIONAL DENTAL NURSING CONFERENCE ANTI-HARASSMENT POLICY

1. The National Dental Nursing Conference is dedicated to a harassment-free conference experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age or religion. We do not tolerate harassment of Conference participants in any form. Conference participants violating these rules may be expelled from the Conference (without a refund) at the discretion of the Chief Executive.

2. **Harassment** includes, but is not limited to:

- Verbal comments that reinforce social structures of domination related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion
- Sexual images in public spaces
- Deliberate intimidation, stalking, or following
- Harassing photography or recording
- Sustained disruption of talks or other events
- Inappropriate physical contact
- Unwelcome sexual attention
- Advocating for, or encouraging, any of the above behaviour

3. Exhibitors and speakers are also subject to the anti-harassment policy. Exhibitors/speakers should not use sexualized images, activities, clothing/uniforms/costumes or other material, or otherwise create a sexualized environment.

4. Enforcement

4.1 Participants asked to stop any harassing behaviour are expected to comply immediately.

4.2 If a participant engages in harassing behaviour, BADN retain the right to take any actions to keep the event a welcoming environment for all participants. This includes warning the offender or expulsion from the Conference [with no refund].

4.3 BADN may take action to redress anything designed to, or with the clear impact of, disrupting the event or making the environment hostile for any participants.

4.4 We expect participants to follow these rules at all event venues and event-related social activities.

5. Reporting

5.1 If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible. Harassment and other code of conduct violations reduce the value of the National Dental Nursing Conference for everyone.

5.2 You can make a report by Contacting a staff member, identified by their name badges and photos in the Conference Handbook.

5.3 When taking a report, our staff will ensure you are safe and cannot be overheard. They may involve members of the BADN Executive Committee to ensure your report is managed properly. Once safe, we'll ask you to tell us about what happened. This can be upsetting, but we'll handle it as respectfully as possible, and you can bring someone to support you. You won't be asked to confront anyone, and we won't tell anyone who you are.