

## **BALTPAAN Anti-Harassment and Non-Discrimination Guidelines**

BALTPAAN wishes for everyone to have an enjoyable and safe convention experience. Members - regardless of age, race, color, religion, sex, national origin, disability, sexual orientation, gender identity or gender expression - should have the opportunity to enjoy the convention and its events.

Harassment or discrimination in any form will not be tolerated at BALTPAAN or any of its events. This includes direct, indirect, verbal, physical or any other conduct that may be viewed as a violation of these guidelines. If at any time a BALTPAAN attendee believes he or she has been a recipient of or has witnessed any such incident, he or she should follow the procedures detailed in the Action and Reporting section of these guidelines.

### **The BALTPAAN Convention does not tolerate:**

- Harassment or bullying (physical or verbal)
- Discriminatory behavior
- Conduct that endangers any member of AA or a guest of AA's safety or security, regardless of age, race, color, religion, sex, national origin, disability, sexual orientation, gender identity or gender expression
- Efforts to misrepresent the intent of the convention within the scope of the Twelve Traditions and Twelve Concepts
- Incitements to public controversy

### **Action and Reporting:**

- If a person attending BALTPAAN or any of its events is the recipient of or witness to behavior that they feel is unwelcome, we hope that this person will directly inform the individual(s) responsible for the behavior by pointing out that their conduct is offensive. In many cases it will be sufficient for the affected party to raise their concern with the individual(s) creating the problem.
- If an individual or individuals responsible for conduct in violation of these guidelines fails to respond to requests to cease behavior, the incident should be reported to the BALTPAAN Board Chairperson and at least one other member of the BALTPAAN Board. If the individual(s) continue to violate the guidelines, they may be asked to leave the convention or event.
- In some cases, confronting the individual(s) responsible for the questionable behavior might be difficult, uncomfortable or potentially unsafe. In these cases, it may be appropriate for the affected party to relate their concerns to the BALTPAAN Board or Host Committee directly. Any concerns should be heard by at least two trusted servants of the BALTPAAN Board or Host Committee and will also require immediate reporting to the entire BALTPAAN Board.
- If an incident occurs that appears to be in violation of law in the location in which the convention or related events are held, the police or hotel event staff may be notified directly.
- All reporting will be considered confidential.