

## **OSB Event Anti-Harassment Policy**

The Oregon State Bar is dedicated to providing a harassment-free experience for everyone at bar-sponsored events, meetings and functions. OSB seeks to provide an environment in which diverse attendees may learn, network and enjoy the company of colleagues in a professional atmosphere. The bar does not tolerate harassment of members or attendees at bar-sponsored events in any form.

### **Definition of Harassment:**

Harassment is verbal or physical conduct that denigrates or shows hostility or aversion toward an individual or an individual's relatives, friends, or associates; that has the purpose or effect of creating an intimidating, threatening, hostile, or offensive environment, or; that has the purpose or effect of unreasonably interfering with an individual's attendance at or participation in an event. Prohibited harassment may include, but is not limited to:

- Verbal conduct such as epithets, derogatory comments, negative stereotyping, jokes, or slurs;
- Visual conduct such as derogatory posters, photography, cartoons, drawings, or gestures;
- Physical conduct such as assault, unwanted touching, blocking normal movement, or interfering with participation in an event, directed at an individual because of any protected basis; or
- Placement anywhere at an event premises of written or graphic material that denigrates or shows hostility or aversion toward an individual or group.

### **Definition of Sexual Harassment:**

Sexual harassment is defined as unwelcome verbal, physical, and visual conduct of a sexual nature, sexual advances, or requests for sexual favors that is directed toward an individual because of gender. It can also include conduct that is not sexual in nature but is gender related. Sexual harassment includes the harassment of the same or of the opposite sex.

Prohibited sexual harassment can take many forms including, but not limited to:

- Repeated sexual flirtations, advances, or propositions;
- Continued or repeated language of a sexual nature;
- Graphic or degrading comments about an individual or the individual's appearance;
- The display of sexually suggestive objects or pictures;
- Any unwelcome or abusive physical contact of a sexual nature;
- Situations in which submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or benefits;
- Situations in which submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individual; or

- Unwelcome verbal or physical conduct that is sufficiently severe or pervasive to have the purpose or effect of unreasonably interfering with work performance or creating an intimidating, hostile, or offensive work environment.

### **Scope of Policy:**

This Event Anti-Harassment Policy applies to all attendees at bar-sponsored meetings and events, including bar members, bar leaders, event participants, guests, contractors, and exhibitors. For purposes of this policy, meetings and events organized by the Board of Governors, CLE Seminars, bar sections, bar committees, or the Oregon New Lawyers Division are considered bar-sponsored.

This policy also applies to bar leaders who attend community, local bar, or specialty bar events as an official representative of the bar, even if the event is not bar-sponsored. For purposes of this policy, bar leaders include officers and members of the Board of Governors.

If the target of harassment or subject of the complaint is an OSB employee (including the CEO), either the Employee Harassment and Intimidation Policy or BOG Anti-Harassment Policy applies, as appropriate.

### **Reporting an Incident:**

If you are being harassed, notice that someone else is being harassed, or have any other concerns related to this policy, please contact an OSB staff member immediately.

OSB staff are available to help attendees contact venue security or local law enforcement, or accompany individuals to a safe space, as appropriate based on the specific circumstances.

### **Response:**

Once received by a bar staff member, all reports of harassment are to be directed immediately to the bar staff liaison on site and to be shared with the OSB's Chief Executive Officer. Bar staff may consult with and engage other bar staff and legal counsel as appropriate. Event security and/or local law enforcement may be involved, as appropriate based on the specific circumstances.

In response to a report of harassment, bar staff may take any interim action deemed appropriate under the circumstances to address the immediate behavior, which may range from a verbal caution to ejection from an event. Attendees asked to stop any harassing behavior are expected to comply immediately. After investigation, the bar may take reasonable and appropriate action, dependent upon the circumstances, to prevent a reoccurrence of the harassment.

The OSB treats all complaints seriously by conducting a prompt investigation. If a complaint involves a member of the OSB Board of Governors, the OSB's Chief Executive Officer or OSB General Counsel may enlist the assistance of a third-party investigator to investigate the complaint, when appropriate.

The bar prohibits retaliation against individuals who come forward in good faith with complaints under this policy. Complaints of retaliation may also be directed to any OSB staff member, the OSB staff liaison, or the OSB General Counsel.