

Great Place to Work® For All Summit™ Anti-Harassment Policy

The Great Place to Work® For All Summit™ provides a harassment-free Summit experience for everyone (regardless of the following (but not limited to): gender, gender identity and expression, sexual orientation, ability, physical appearance, body size, race, age or religion. We do not tolerate harassment of forum participants in any form. Sexual language and imagery are not appropriate for any event venue, including speaker talks. Summit participants violating these rules may be sanctioned or expelled from the event [**without a refund**] at the discretion of the event organizers.

Harassment includes, but is not limited to:

- Verbal comments that reinforce social structures of domination (including, but not limited to gender, gender identity and expression, sexual orientation, ability, physical appearance, body size, race, age, religion, nationality, or another protected category).
- 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 behavior

Harassment can occur even when there is no deliberate intention to offend. Harassment committed in a joking manner or disguised as a compliment still constitutes unacceptable behavior. Sexist, racist, or other exclusionary jokes can be offensive to those around you. Persons at the event asked to stop any harassing behavior, either by an event participant or an event staff member, are expected to comply immediately.

Enforcement

Participants asked to stop any harassing behavior are expected to comply immediately.

Sponsors, vendor booths, or similar activities are also subject to the anti-harassment policy.

If a participant engages in harassing behavior, event organizers retain the right to take action to keep the event a welcoming environment for all participants. This includes warning the offender or expulsion from the event [**with no refund**].

Event organizers 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.

We expect participants to follow these rules at all event venues and event-related social activities. We think people should follow these rules outside event activities too!

Reporting

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible. Event staff can be identified by special badges. Harassment and other code of conduct violations reduce the value of our event for everyone. We want you to be happy at our event.

People like you make our event a better place.

You can make a report either personally or anonymously.

Anonymous Report

You can make an anonymous report [here](#).

We can't follow up with an anonymous report with you directly, but we will fully investigate it and take whatever action is necessary to prevent a recurrence.

Personal Report

You can make a personal report by:

Call or message this phone number: **+1 (877) 322-4130**. This phone number will be continuously monitored for the duration of the event.

Contact a LOMA staff member at our Registration Desk.

When making a personal report, our staff will ensure you are safe and cannot be overheard. They may involve other event staff 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 respectfully and confidentially, 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.

Our team will be happy to help you contact hotel/venue security, local law enforcement, local support services, provide escorts, or otherwise assist you to feel safe for the duration of the event. We value your attendance.

- You can reach our Event Department through our Events email which is monitored closely throughout the Summit at events@greatplacetowork.com
- To best reach the local Las Vegas Police Department call 9-1-1.
- Local sexual assault hot line: Call +1(800) 330-0226.
 - o Text SASS to 839863 (this is a 24- hour crisis line which is free and confidential)
- Local emergency and non-emergency medical phone numbers: The local emergency number is 9-1-1. For a non-emergency medical issue, you can call +1(702) 828-3111.