



STAT Anti-Harassment Policy for the Conference for the Advancement of Science Teaching (CAST)

The STAT Annual Conference, the Conference for the Advancement of Science Teaching (CAST), aims to be inclusive to the largest number of contributors, with the most diverse backgrounds possible. As such, we are committed to providing a friendly, safe, and welcoming environment for all, regardless of gender, sexual orientation, or ability. This Anti-Harassment Policy outlines expectations for all those who participate in CAST, as well as the consequences for unacceptable behavior. We expect all participants in CAST to create safe and positive experiences for everyone. "Participants" refers to anyone present at CAST, including contractors, vendors, exhibitors, venue staff, members, and all attendees of any ethnicity, socioeconomic status, and religion.

Expected Behavior

We expect all participants at CAST (contractors, vendors, exhibitors, venue staff, members, and all attendees) to:

- Abide by this policy in all venues at CAST, including ancillary events and official and unofficial social gatherings.
- Exercise consideration and respect in your speech and actions.
- Refrain from demeaning, discriminatory, or harassing behavior and speech.
- Be mindful of your surroundings and of your fellow participants.
- Alert leadership if you notice a dangerous situation, someone in distress, or violations of this Anti-Harassment Policy, even if they seem inconsequential.

Unacceptable Behavior

- Unacceptable behaviors include:
 - Intimidating, harassing, abusive, discriminatory, derogatory or demeaning speech or actions by any participant at CAST and all related events and in one-on-one communications carried out in the context of CAST (Event venues may be shared with members of the public; please be respectful to all patrons of these locations.);
 - Harmful or prejudicial verbal or written comments or visual images related to gender, sexual orientation, race, religion, disability, age, appearance, or other personal characteristics;
 - Inappropriate use of nudity and/or sexual images in public places (including presentation slides);
 - Deliberate intimidation, stalking, or following;
 - Harassing photography or recording;
 - Sustained disruption of talks or other events;
 - Unwelcome and uninvited attention or contact;
 - Physical assault (including unwelcome touch or groping);
 - Real or implied threat of physical harm;

- Real or implied threat of professional or financial damage or harm.
- Exhibits in the expo hall, sponsor or vendor booths, or similar activities are also subject to the Anti-Harassment Policy.
 - Exhibitors should not use sexualized images, activities, or other material. Booth staff (including volunteers) should not use sexualized clothing, uniforms, or costumes, or otherwise create a sexualized environment.
- Be careful in the words that you choose. Remember that sexist, racist, and other exclusionary jokes can be offensive to those around you. Excessive swearing and offensive jokes are not appropriate for CAST.

Consequences of Unacceptable Behavior

- Unacceptable behavior from any participant at CAST, including attendees, sponsors, exhibitors, contractors, volunteer leaders, vendors, venue staff, and anyone with decision-making authority, will not be tolerated.
- If a participant engages in unacceptable behavior, STAT may take any action they deem appropriate, including removal without refund from the CAST which the harassment occurred. Egregious violations will result in more severe sanctions.

If You Are Subject to or Witness Unacceptable Behavior

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please notify a STAT staff member. If deemed necessary, staff will help participants contact venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of CAST.

Addressing Grievances

If you feel you have been falsely or unfairly accused of violating this Anti-Harassment Policy, you should notify STAT with a concise description of your grievance. Your grievance will be handled in accordance with our existing governing policies.