



## **Anti-Harassment Policy**

### **What we expect**

The Animal Law Conference (“ALC”) has a zero tolerance policy for harassment of any kind, including but not limited to: race, color, ethnicity, national origin, gender, gender identity or expression, sexual orientation, age, disability, appearance, religion, immigration status, pregnancy, marital or familial status, military or veteran status, and apparel or food choices. Harassment includes but is not limited to: stalking, verbal or physical intimidation, offensive verbal comments, physical assault and/or battery, harassing or non-consensual photography or recording, disruption of talks or other events, shaming or ridicule, bathroom policing, inappropriate physical contact, and unwelcome physical attention.

Any conference participant who is asked to refrain from harassing behavior is expected to comply immediately. Anyone who does not comply will be asked to leave.

### **We get it**

ALC recognizes that sometimes topics and issues that are covered at this event may, by their nature, include exposure to controversial, provocative, and challenging ideas. Therefore, harassment generally does not include respectful disagreement or good faith criticism. However, to the extent discourse rises to the level of harassment as described in the paragraphs above, it will not be tolerated.

### **Everyone and everything is covered**

This policy extends to all conference participants including sponsors, vendors, independent contractors, event attendees, presenters, speakers, and seminar workshop participants. This policy covers all events listed on the ALC agenda.

### **Keep in mind**

This conference includes many law student attendees. Nonstudent attendees should be particularly aware of the power dynamics that may exist between themselves and students, and should take special care to ensure that less experienced attendees enjoy a harassment-free conference and are treated respectfully. If a student approaches or agrees to socialize with a nonstudent attendee, nonstudent attendees are encouraged to maintain their interactions in the spirit of mentorship.

### **Understand the consequences**

ALC reserves the right to revoke, without refund, registration of any attendee or participant not in compliance with this policy; the right to remove from an event, seminar, or workshop anyone not in compliance with this policy; the right to revoke a speaker invitation; the right to cancel a contract with a

sponsor, vendor, or contractor that is not in compliance with this policy; as well as the right to ban participation in any future ALC events.

### **How to report**

Any sponsor, vendor, independent contractor, speaker, attendee, or anyone else affiliated with the ALC who believes they have witnessed or been subjected to prohibited harassment or discrimination should report it immediately to the ALC Conference Manager Liberty Mulkani in person, by email at [lmulkani@aldf.org](mailto:lmulkani@aldf.org), or phone at (707) 795-2533 x 1023.

### **The legal stuff**

This policy should not be construed as creating any duty, obligation, or liability on the part of ALC. It is simply intended to inform all participants and attendees of our expectations that their behavior complies with this policy.