



Animal Law Conference Code of Conduct/Anti-Harassment Policy

What we expect

The Animal Law Conference (“ALC”) has a zero tolerance policy for harassment, intimidation, or discrimination of any kind, including but not limited to, harassment, intimidation, or discrimination based on: 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 or written comments or images, physical assault and/or battery, harassing or non-consensual photography or recording, disruption of talks or other events, shaming or ridicule, bathroom policing, real or implied threats of harm, uninvited or unwelcome physical attention or contact, and sexual harassment, including unwelcome sexual advances, requests for sexual favors, or any other unwelcome physical, verbal, visual, or other conduct of a sexual nature.

Harassment will not be tolerated. Any conference participant who is asked to refrain from harassing behavior is expected to comply immediately. If a participant engages in harassment, ALC may take any action it deems appropriate as set forth below.

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 activities or events that occur as part of the Animal Law Conference, including any activity at event venues and event-related social activities and in online spaces related to the ALC.

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 Anne Marie Vastano in person or by email at avastano@aldf.org or events@aldf.org.

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.