



FLORIDA SHORE & BEACH PRESERVATION ASSOCIATION

Conference Anti-harassment Policy

The Florida Shore & Beach Preservation Association is committed to providing a safe and welcoming forum at its conferences to encourage learning, networking, and collaboration for all participants and FSBPA staff. This policy was developed to establish a definition of unacceptable behavior, a procedure for reporting unacceptable behavior, direction for FSBPA staff to address disruptive behavior, and the latitude for FSBPA staff to prohibit future conference participation of those who have demonstrated unacceptable behavior.

Conference participants are expected to be considerate and respectful of others and to maintain professional conduct throughout the conference or other organized events. Unprofessional or disruptive behavior will not be tolerated. For the purpose of this policy, unacceptable behavior includes, but is not limited to, harassment or discrimination, unwelcomed or inappropriate attention or physical contact; deliberate intimidation or stalking; or deliberate disruption of presentations or other conference related events.

If unacceptable behavior is experienced or observed, the incident should be reported to FSBPA staff immediately. The Executive Director or other FSBPA staff will obtain an account of the incident and inform the individuals involved that if their disruptive behavior continues they will be asked to leave the conference without a refund. Reports of unacceptable behavior may further result in immediate removal of a participant from the event without warning or refund. FSBPA will retain a written account of observed or reported incidents, and will reserve the right to prohibit attendance from future conferences.

Although disruptive behavior or incidents of harassment are uncommon, reported incidents should be handled quickly and discreetly. For incidents where the safety of participants is an issue or concern, the conference registration desk will have emergency contact information available for hotel security, the local police department, and the location of the nearest hospital and/or patient walk-in clinic in the event it is needed.