



**AMERICAN  
NEUROLOGICAL  
ASSOCIATION**  
INNOVATORS IN DISCOVERY,  
EDUCATION, AND CARE

## **Inappropriate Behavior Policy**

The American Neurological Association (ANA) encourages open and honest intellectual interactions and debate as part of a welcoming and inclusive atmosphere at all ANA associated meetings and conferences. To help maintain an open and respectful community of physicians and scientists, the ANA does not tolerate illegal or inappropriate behavior at any meeting or conference site, including violations of applicable laws pertaining to sale or consumption of alcohol, description of property, or harassment of any kind, including sexual harassment. The ANA condemns inappropriate or suggestive acts or comments that demean another person by reason of his or her gender, gender identity or expression, race, religion, ethnicity, age or disability or that are unwelcome or offensive to other members of the community or their guests. The ANA reviews allegations of any such behavior on a case by case basis, and violations may result in revocation of ANA membership and/or the prohibition on future attendance of an ANA meeting or conference by a particular individual.

If any ANA member or ANA meeting or conference attendee becomes aware of illegal or inappropriate behavior at a meeting or conference site, the person should report such information to the ANA president or ANA executive director. Immediate reporting is important to allow the ANA the opportunity to properly assess the situation and fashion an appropriate response that addresses the problem while being sensitive to the concerns of all who are affected. The ANA president or designee will be expected to gather relevant facts from all parties involved, including initiating private discussions with those who object or who are offended by the behavior and with those charged with the behavior. Additional public or private conversations with those who observed the situation may be appropriate.

For purposes of this Inappropriate Behavior Policy, inappropriate behavior may also include:

A. Verbal harassment: comments, epithets, slurs, negative stereotyping, jokes, stories, pranks or teasing or to her threatening, intimidating or hostile or derogatory acts that relate to race, color, religion, sex, national origin, age, disability, weight, height, familial status, marital status, sexual orientation, veteran status or protected activity; sexual propositions or threats; continuing to express interest after being informed the innuendo; sexual innuendo; sexual suggestive or insulting comments or sounds; jokes, cartoon, stories or teasing of a sexual nature or about gender specific traits; sexually foul or obscene language; commentary about an individual's body, sexual prowess, or sexual deficiencies.

B. Non-Verbal offensive behavior may include: poems, letters, cartoons, email, pictures, or other visual or physical renderings that denigrate or show hostility or aversion toward an individual or group because of race, color, religion, sex, national origin, age, disability, weight, height, familial status, marital status, sexual orientation, veteran status or protected activity; the display of sexually suggestive objects, writings, email, pictures, computer graphics, programs, or letters; leering; obscene gestures; knowingly false allegations or complaints; sexually suggestive or offensive graffiti.

C. Physical harassment: unwelcome gestures, threatening, intimidating, hostile or offensive contact that is directed toward an individual because of his her race, color, religion, sex, national origin, age, disability, weight, height, familial status, marital status, sexual orientation, veteran status or protected activity; unwanted physical contact including offensive touching, patting, pinching, brushing the body; unwanted sexual intercourse; sexual assault or battery.