

## **Sexual Discrimination and Harassment Guidelines for Event Participants**

***01 August 2024***

The International Association of Exhibitions and Events ® (IAEE) provides a welcoming environment for participants at IAEE events. Any member or event attendee who engages in unprofessional behavior may be subject to discipline.

### **SEXUAL DISCRIMINATION/HARASSMENT**

Sexual discrimination and harassment are unacceptable behavior and represent a serious violation of expected professional integrity.

Sexual discrimination/harassment includes but is not limited to:

- Discrimination treatment based on gender, sexual orientation, gender identity or gender expression.
- Unwanted physical touching or verbal approach of a sexual nature.
- Subtle or overt pressure for sexual involvement.
- Unwanted reference to one's sexuality or to sexual activities.
- Unwanted physical contact.
- The demand for sexual favors accompanied by direct or perceived threats against one's job security or success.
- Any comments or actions which degrade or insult a person based on their gender.
- Unsolicited sexual gestures or comments or the display of offensive, sexually graphic materials.

### **REPORTING PROCEDURE**

IAEE event participants who believe they have been the victim of sexual discrimination or harassment during an IAEE event are encouraged to report the alleged act(s) immediately to IAEE event staff.