



## **Policy statement by Chiropractic Australia on Anti-harassment**

**Adopted: February 2017**

Chiropractic Australia is committed to creating an environment which is free from discrimination and sexual harassment and where all individuals are treated with dignity, courtesy and respect. Discrimination based on gender, sexual orientation, age, ethnicity, culture, faith, disability, physical appearance, or technological skill is not tolerated. We are an equal opportunity employer, we have developed a policy on anti-harassment at our conferences and we are vigilant in ensuring compliance with these policies.

## **Policy statement by Chiropractic Australia on Anti-harassment at Conferences**

**Adopted: February 2017**

Chiropractic Australia is committed to the principles of anti-discrimination and anti-harassment. In our conferences we generate an environment of inclusiveness and acceptance of all participants regardless of gender, sexual orientation, age, ethnicity, culture, faith, disability, physical appearance, or technological skill. Harassment or unfair discrimination is not tolerated at our conferences. Inappropriate images, language or behaviour used by conference presenters, exhibitors or attendees will result in them being sanctioned or excluded from the conference.

### **Chiropractic Australia - Conference Code of Conduct**

All attendees, speakers, sponsors and volunteers at our conferences are required to agree with the following Code of Conduct. Organisers will enforce this Code throughout the event. We expect cooperation from all participants to help ensure a safe environment for everybody.

Our conferences are dedicated to providing an harassment-free experience for everyone regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack thereof), or technological choices. We do not tolerate harassment of conference participants in any form. Sexual language and imagery is not appropriate for any conference event including talks, lectures, workshops or social gatherings, nor is it appropriate for any online media in use at the conference including Twitter, Snapchat, Facebook, etc. Conference participants violating these rules may be sanctioned or expelled from the conference *without a refund* at the discretion of the conference organisers.