



Hampton Roads SQL Server User Group and SQL Saturday Virginia Beach

Anti-Harassment Policy

The Hampton Roads SQL Server User Group (HRSSUG) and SQL Saturday Virginia Beach provides database professionals from a variety of backgrounds with an opportunity to connect, share, and learn. We value the strong sense of community that characterizes this event, and we seek to foster an inclusive, professional atmosphere.

We are dedicated to providing a harassment-free conference experience for everyone, regardless of gender, race, sexual orientation, disability, religion, or any other protected classification.

Everyone in attendance is expected to follow the Anti-Harassment Policy. This includes but is not limited to: Attendees, Speakers, Partners, Exhibitors, Volunteers and staff at any event during events. Partners are required to affirm, uphold and enforce the Anti-Harassment Policy at any event which they organize in conjunction to HRSSUG and SQL Saturday Virginia Beach; Partners being all Sponsors and Exhibitors and anyone listing an event on the event website. All Attendees are expected to follow the Anti-Harassment Policy in any situation in which they are interacting with one another on or offsite; including non-event locations. Harassment in any form, will not be tolerated.

Participant Behavior

Harassment includes, but is not limited to, offensive verbal comments related to gender, race, sexual orientation, disability, religion, or any other protected classification directed toward an individual or group. Intimidation, threats, stalking, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome attention will also be considered harassment. Similarly, sexual, racist, derogatory, threatening, or other inappropriate language and imagery are not appropriate for any conference venue, including sessions.

Recourse

If a participant violates this Anti-Harassment Policy, the conference organizers may take any action they deem appropriate, including warning the offender or expelling the offender from this and/or future conferences. No refunds will be granted to attendees expelled from the event due to violations of this policy.

Reporting

If you are being harassed, witness harassment, or have any other concerns, please contact a member of conference staff immediately. Conference staff can be identified by their “volunteer” shirts and are trained to respond appropriately.

To connect directly with the Event Organizer, you can call or text 757.933.1204. You can also file a report by one of the following:

- File a report by going to <http://www.pass.org/Governance/Policies.aspx> where you will find the incident summary report. Send it to PASS Governance at governance@pass.org.
- File a report by picking up an incident summary report template by going to <http://www.pass.org/Governance/Policies.aspx> to print the report form.
- It is our priority to protect any alleged victim of harassment. As such, attendees may make an anonymous report. If anyone is in physical danger or requires an immediate response, they are encouraged to notify appropriate law enforcement first (911).

This policy and the associated process should not be construed as an emergency response mechanism. An Anti-Harassment Review Committee (AHRC) made up of the Executive Manager and four members of the Board of Directors designated by the President will be authorized to take action in response to an incident or behavior that violates the Anti-Harassment Policy. After a report is received the (AHRC) will conduct a full investigation and take whatever action it deems appropriate.

If you have any questions about the PASS Anti-Harassment Policy, please contact Governance@pass.org