



**NEBRASKA CONFERENCE OF YOUNG PEOPLE IN ALCOHOLICS ANONYMOUS
NON-DISCRIMINATION AND ANTI-HARASSMENT POLICIES**

The Nebraska Conference of Young People in Alcoholics Anonymous (NCYPAA) adheres to the spiritual principles of Alcoholics Anonymous (AA), its 12 Steps, Traditions, and Concepts. NCYPAA is committed to an environment that is free of discrimination and harassment, including sexual harassment. All individuals should be aware of how their personal opinions and behaviors can affect others and in some instances, create a harassing and hostile experience. Moreover, all individuals should treat each other with dignity and respect. To this end, NCYPAA requires that all Advisory Council members, Host Committee members, Bid Committee members, and general NCYPAA attendees adhere to the policies and guidelines set forth herein, below.

NON-DISCRIMINATION POLICY

Discrimination is adverse treatment of any individual based on their said protected attribute, rather than on the basis of his/her individual merit. NCYPAA is proud of its diversity. It attracts attendees and trusted servants from many different backgrounds. Therefore, it is our policy to provide a safe and protected environment for all persons regardless of age, race, color, religion, sex, national origin, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.

ANTI-HARASSMENT POLICY

Harassment is unwelcome or unwanted conduct, whether verbal, physical or visual, toward an individual because of his or her age, race, color, religion, sex, national origin, creed, disability, veteran's status, sexual orientation, gender identity or gender expression, when the conduct creates an intimidating, hostile or offensive environment. Examples of harassment include words, gestures, stories, jokes or nicknames that are derogatory, demeaning or insulting to a person based upon his or her protected attribute as stated above.

Sexual harassment or gender-based harassment is a form of harassment that is when anyone, of any sex, sexual orientation, gender identity or gender expression, ties conditions to a request or demand for sexual favors. Specifically, it is sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (1) submission to or rejection of such conduct by an individual is used as the basis for decisions affecting that individual, or (2) such conduct has the purpose or effect of unreasonably interfering with an individual's experience by creating an intimidating, hostile, or offensive environment. Examples of sexual harassment include (1) offensive sex-oriented verbal kidding, teasing or jokes, (2) repeated unwanted sexual flirtations, advances or propositions, (3) continued or repeated verbal abuse of a sexual nature, (4) graphic or degrading comments about a person's appearance or sexual activity, (5) offensive visual conduct, including leering, making sexual gestures, the display of offensive sexually suggestive objects or pictures, videos cartoons or posters, (6) unwelcome pressure for sexual activity, (7) offensively suggestive or obscene letters, notes or invitations, or (8) offensive physical contact such as patting, grabbing, pinching, or brushing against another's body.

NON-DISCRIMINATION AND ANTI-HARASSMENT ENFORCEMENT GUIDELINES

Discrimination, harassment, and sexual harassment are unacceptable at NCYPAA and all related events. This behavior violates NCYPAA policies even when it does not constitute a violation of law. If at any time an attendee believes he or she has been a victim of or witness to a crime, report the incident to the police or hotel staff directly.

Reporting

Everyone can help assure that NCYPAA and all related events are free from discrimination and harassment. Our hope is that any person who finds another's conduct unwelcome will inform that individual. We understand this might not always be possible. Therefore, all are encouraged to report conduct they feel is in violation of these policies directly to any member of the NCYPAA Advisory Council or Host Committee. Moreover, any NCYPAA Advisory Council or Host Committee member who is aware of or who receives a report of conduct inconsistent with these guidelines is to report immediately to an officer of the NCYPAA Advisory Council. These guidelines do not require reporting harassment or discrimination to, or confronting, any person responsible for the harassment or discrimination. If an incident occurs that is in violation of the law, the police will be notified directly.

Investigation

The NCYPAA Advisory Council Operating Committee will promptly investigate and make recommendations to the full Advisory Council regarding all reports describing conduct that is inconsistent with these policies, and respond to the complainant. During the investigation, confidentiality will be preserved to the extent that the needs of the situation permit. Any illegal conduct will be reported to the appropriate authorities for investigation and adjudication. NCYPAA's Advisory Council Operating Committee may put interim measures in place, such as a leave of absence or censure, while the investigation takes place. The Operating Committee is aware that further appropriate action by the full Advisory Council may be necessary once a report has been thoroughly investigated. The investigation may conclude in one of three ways (1) that a violation of policy occurred, (2) that no violation occurred, or (3) that it cannot be determined whether or not a violation occurred. When an investigation reveals that a violation of these policies or other inappropriate conduct has occurred, then NCYPAA's Advisory Council will take corrective action. The outcome determination may include consequences, as appropriate under the circumstances. This could include dismissal, regardless of the service positions held by the parties involved. The Advisory Council may remove a council member via the procedure set forth in its bylaws. The Advisory Council and its agents may also decide to ask any attendee to leave the premises, regardless of whether the conduct amounts to a violation of law or even a violation of these policies. If the person who engaged in conduct that is inconsistent with these policies is not an attendee, then the Advisory Council will take whatever corrective action is reasonable and appropriate under the circumstances. NCYPAA forbids any person from making retaliation threats against any person for reporting discrimination or harassment, for assisting another person in making a report, or for cooperating in a discrimination or harassment investigation. Any person who experiences or witnesses any conduct they believe to be retaliatory should immediately follow the reporting procedures stated above.

For questions, concerns, and reporting of incidences please email advisory@ncypaa.org.