

Minnesota Association for Justice

Event Harassment, Discrimination, and Safety Policy

The Minnesota Association for Justice (MAJ) is committed to providing a safe, productive, and welcoming environment for all its members, staff, attendees, and vendors at all MAJ-sponsored events. All participants at MAJ-sponsored events, including, but not limited to MAJ members and staff, as well as attendees, speakers, volunteers, exhibitors, sponsors, and vendors must comply with this Policy.

Members, staff, attendees, speakers, volunteers, exhibitors, sponsors, and vendors are responsible for notifying their guests that attend MAJ-sponsored events of the existence and contents of this policy and all guests must comply with this policy. MAJ-sponsored events include events sponsored by companies and firms held in conjunction with MAJ events, in public or private facilities.

MAJ strictly prohibits all forms of discrimination or harassment on the basis of a protected class, including but not limited to race, color, religion, sex, gender, gender identity, sexual orientation, national origin, disability, pregnancy, marital status, familial status, military status, or age.

In response to any incident of unacceptable behavior, MAJ reserves the right to take any action deemed necessary and appropriate, including but not limited to

immediate removal from the MAJ-sponsored event without refund, prohibition of attendance at any future event, and suspension or termination of MAJ membership.

Examples of Unacceptable Behavior

1. Harassment, intimidation, threats, stalking, or discrimination.
2. Physical or verbal abuse.
3. Intimidating, hostile, or offensive verbal or written statements based on race, color, religion, sex/gender, gender identity, sexual orientation, national origin, disability, pregnancy, marital status, familial status, military status, or age, that are offensive to a reasonable person in the complainant's position.
4. Inappropriate use of nudity and/or sexual images.
5. Unwanted touching or unwanted remarks of a sexual nature.

Anti-Retaliation

It is a violation of this policy to subject to any form of retaliation any individual who makes a good faith report of or participates in the investigation of harassment, discrimination, or other inappropriate conduct, even if that report is mistaken or inaccurate.

Reporting

Anyone who experiences discrimination or harassment or notices that someone else is being discriminated against or harassed at an MAJ-sponsored event is encouraged to report the alleged conduct immediately to the Executive Director or, if the Executive Director's conduct is at issue, to any member of the executive committee (whose contact information can be found on the MAJ website at <https://www.mnaj.org/?pg=bog>).

Confidentiality

Confidentiality will be respected to the extent practicable so far as maintaining confidentiality is not inconsistent with investigating the report of harassment where necessary, in eliminating or remedying any unlawful harassment or other inappropriate behavior found to have occurred or preventing future harassment or discrimination.

Responsible Drinking

At MAJ-sponsored events, members, staff, attendees, speakers, volunteers, exhibitors, sponsors, vendors, and their guests, who choose to consume alcoholic beverages, are encouraged to drink responsibly.

Being intoxicated at the time of any violation of this policy shall not be an acceptable excuse and will not preclude disciplinary action.

Minnesota Association for Justice

Internal Guidelines for Harassment and Discrimination Investigations

1. The Executive Director (ED) will review each report of harassment or discrimination and conduct an investigation. The ED may, at the ED's discretion, appoint an investigation committee or an independent firm to conduct the investigation. If the ED's conduct is at issue, the Executive Committee shall conduct an investigation, or appoint an investigation committee or independent firm to conduct the investigation.
2. To the extent practicable, confidentiality will be maintained in any investigative process so far as maintaining confidentiality is not inconsistent with investigating the report of harassment where necessary, in eliminating or remedying any unlawful harassment or other inappropriate behavior found to have occurred, or preventing future harassment or discrimination. For example, others may be informed of the report and any necessary investigation if their involvement is necessary to the review or investigate the report, to eliminate or remedy any ongoing harassment, discrimination, or other inappropriate conduct found to have occurred, or to prevent future harassment or discrimination.
3. Any person accused of violating the code of conduct or facing potential consequences for violating the code of conduct shall have the opportunity to present

information in writing or in person before the Executive Committee and/or the Board of Governors before a decision is made.

4. The ED or investigative body shall report the investigation findings to the Executive Committee. The Executive Committee shall determine what action it deems appropriate to remedy or eliminate any harassment or discrimination found to have occurred, and/or to prevent future harassment or discrimination. This may include, but is not limited to, prohibition from attendance at any future MAJ-sponsored event, suspension or termination of MAJ membership, or other disciplinary action.

5. When the action involves the suspension or termination of membership in MAJ, the individual being disciplined shall be notified in writing of the Executive Committee's determination and of the individual's right to appeal. The intent to appeal the decision of the EC must be made in writing to the ED within 15 days of receipt of the decision. The appeal to the Board of Governors will be conducted within 30 days of the decision. At such meeting, the Board will consider the member's written appeal and although not required of the member, if the member elects to make an in person presentation to the Board prior to a decision being made, the Board shall allow such presentation of the appeal. The Board shall by a simple majority vote, determine whether the outcome should be different, including whether disciplinary action should be imposed, and the level of appropriate discipline.