

Oregon Trial Lawyers Association

Event Harassment, Discrimination, and Safety Policy

OTLA is committed to providing a safe, productive, and welcoming environment for all of its members, staff, and attendees at all OTLA-sponsored events. All participants at OTLA-sponsored events, including but not limited to OTLA 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, if any, that attend OTLA-sponsored events of the existence and content of this policy and all guests must comply with this policy. OTLA-sponsored events include events sponsored by companies and firms held in conjunction with OTLA events, in public or private facilities.

OTLA 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, OTLA reserves the right to take any action deemed necessary and appropriate, including immediate removal from the OTLA-sponsored event without refund, prohibition of attendance at any future event, and

suspension or termination of OTLA membership in accordance with the OTLA bylaws.

Examples of Unacceptable Behavior

- Harassment, intimidation, threats, stalking, or discrimination.
- Physical or verbal abuse. Examples of abuse include but are not limited to conduct similar to that described in ORS 124.005(1) and 107.705(1).
- 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.
- Inappropriate use of nudity and/or sexual images.
- Unwanted touching, unwanted remarks of a sexual nature, and unwelcome comments about someone's body or personal appearance.

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.

Anyone who experiences discrimination or harassment or notices that someone else is being discriminated against or harassed at an OTLA 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 OTLA website at www.oregontriallawyers.org).

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