



# ICYPAA

International Conference of Young People in Alcoholics Anonymous  
P.O. BOX 22987, DENVER, CO 80222 WWW.ICYPAA.ORG

## **The International Conference of Young People In Alcoholics Anonymous, Inc.**

### **NON-DISCRIMINATION AND ANTI-HARASSMENT POLICY**

The International Conference of Young People in Alcoholics Anonymous (“ICYPAA”) adheres to the spiritual principles of Alcoholics Anonymous (“AA”), its 12 Steps, Traditions, and Concepts. ICYPAA is committed to an environment that is free of discrimination and harassment, including sexual harassment. To this end, ICYPAA requires the ICYPAA Advisory Council (“Advisory Council”), ICYPAA Host Committee (“Host Committee”) members, Bid Committee members, attendees of the annual conference or events, and all participants in ICYPAA-operated or -moderated websites, internet forums or social media pages (including but not limited to: icypaa.org, the private ICYPAA Facebook group and Facebook groups maintained by the Host Committee) to adhere to this Policy.

#### **NON-DISCRIMINATION POLICY**

ICYPAA expressly prohibits any form of discrimination by or against its Advisory Council Members, Host Committee members, Bid Committee members, or attendees of the annual conference or events, and all participants in ICYPAA-operated or -moderated websites, internet forums or social media pages, based on age, race, color, religion, sex, national origin, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.

Discrimination is adverse treatment of any individual based on their said protected attribute, rather than on the basis of his/her individual merit.

#### **ANTI-HARASSMENT POLICY**

ICYPAA expressly prohibits any form of harassment or sexual harassment by or against any Advisory Council members, Host Committee members, Bid Committee members, attendees of the annual conference events, and all participants in ICYPAA-operated or -moderated websites, Internet forums or social media pages.

Harassment is unwelcome or unwanted conduct, whether verbal, physical or visual,



# ICYPAA

International Conference of Young People in Alcoholics Anonymous  
P.O. BOX 22987, DENVER, CO 80222 WWW.ICYPAA.ORG

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.

Sexual harassment is conduct by male or female, whether of the same sex or opposite sex, which makes or subjects any person to unwelcome sexual advances, unwelcome requests for sexual favors, or engages in any other unwelcome verbal or physical conduct of a sexual nature, where (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.

Determining what constitutes sexual harassment depends upon the specific facts and the context in which the conduct occurs. Sexual harassment may take many forms-subtle and indirect, or blatant and overt. For example:

- It may be conduct toward an individual of the opposite sex or the same sex.
- It may occur between peers or between individuals in a superior-subordinate relationship.
- It may be aimed at coercing an individual to participate in an unwanted sexual relationship.
- It may consist of repeated actions or may arise from only a single incident if sufficiently serious.

For example, any of these examples may constitute sexual harassment depending on the circumstances, and whether or not such conduct is perceived to be offensive by the person to whom it is directed or in whose presence it occurs:

- (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



# ICYPAA

International Conference of Young People in Alcoholics Anonymous  
P.O. BOX 22987, DENVER, CO 80222 WWW.ICYPAA.ORG

- display of offensive sexually suggestive objects or pictures, videos cartoons or posters;
- (6) unwelcome pressure for sexual activity;
  - (7) suggestive or obscene letters, notes or invitations; or
  - (8) unwanted physical contact such as patting, grabbing, pinching, or brushing against another's body.

ICYPAA will promptly and thoroughly investigate the facts and circumstances of any claim of harassment in any form. If the Advisory Council determines that harassment has occurred, the offending Advisory Council member, Host Committee member, Bid Committee member, or attendee may be subject to discipline up to and including termination, removal, and/or prohibition from attending future conferences, at ICYPAA's sole discretion.

## NON-DISCRIMINATION AND ANTI-HARASSMENT ENFORCEMENT GUIDELINES

Discrimination, harassment, and sexual harassment are unacceptable at ICYPAA's annual conference and all related events, and on ICYPAA-operated or moderated websites, internet forums and social media pages. Instances of discrimination, harassment, and sexual harassment violate this Policy even when they do not constitute a violation of law.

### Reporting

Advisory Council members, Host Committee members, Bid Committee members, conference attendees, and participants in ICYPAA-operated or -moderated websites, internet forums, and social media pages should help assure ICYPAA and all related events are free from discrimination and harassment.

Anyone who feels that they are being subjected to discrimination, harassment, or sexual harassment should immediately request the person engaging in such behavior to stop, and should promptly report the behavior to any member of the Advisory Council or Host Committee. If the matter is not resolved to the individual's satisfaction by informal action, they may pursue a complaint of in writing. If at any time an Advisory Council member, Host Committee member, Bid



# ICYPAA

International Conference of Young People in Alcoholics Anonymous  
P.O. BOX 22987, DENVER, CO 80222 WWW.ICYPAA.ORG

Committee member, or attendee believes he or she has been a victim of or witness to a crime, the police should be notified directly.

Any Advisory Council or Host Committee member who is aware of or who receives a report of conduct which violates this Policy is required to report immediately to the ICYPAA Advisory Council Operating Committee (“Operating Committee”). If an incident occurs in clear violation of the law, the Operating Committee shall notify the police directly.

### Retaliation

No individual will be subject to, and it is the ICYPAA’s policy to strictly prohibit, any form of discipline or retaliation for reporting incidents of discrimination, harassment, or sexual harassment, or for pursuing with ICYPAA or the appropriate governmental agency or otherwise any claim of discrimination, harassment, or sexual harassment. Any such discipline or retaliation is a violation of this policy. Any Advisory Council member, Host Committee member, Bid Committee member, or attendee determined by the Operating Committee to have engaged in such discipline or retaliation will be subject to discipline, up to and including termination or removal. Intentionally providing false information, however, is also grounds for termination or removal.

### Investigation

Reports of discrimination, harassment, and sexual harassment are to be taken seriously and will be dealt with promptly by the Operating Committee. The specific action taken in any particular case depends on the nature and gravity of the conduct reported, and may include intervention, mediation, investigation, and the initiation of disciplinary processes as discussed more fully below. Where discrimination, harassment, or sexual harassment is found to have occurred, the Advisory Council will act to stop the discrimination or harassment, act to prevent its recurrence, and discipline those responsible.

The Operating Committee will promptly, thoroughly, and impartially investigate the report of discrimination and/or harassment. The Operating Committee may put interim measures in place, such as a leave of absence or censure, while the



# ICYPAA

International Conference of Young People in Alcoholics Anonymous  
P.O. BOX 22987, DENVER, CO 80222 WWW.ICYPAA.ORG

investigation takes place. Following investigation, the Operating Committee shall make recommendations to the full Advisory Council regarding all reports describing conduct inconsistent with this Policy. At the conclusion of the investigation, the Operating Committee will provide the complainant with an explanation of the investigation results.

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.

### Disciplinary or Corrective Action

When an investigation reveals a violation of this Policy has occurred the Advisory Council must take corrective action. Upon a finding of discrimination, harassment, or sexual harassment, the Advisory Council will take disciplinary or corrective action that it deems appropriate, in its sole discretion, under the circumstances. Disciplinary or corrective action may include, for example, termination, removal, dismissal, or prohibition from attending future ICYPAA conferences, events, and/or participation in ICYPAA-operated or -moderated websites, internet forums or social media groups. Discrimination, harassment, or sexual harassment need not amount to a criminal violation to be disciplined under this Policy.

### Confidentiality

ICYPAA recognizes that confidentiality is important. Those responsible for implementing this Policy will respect the confidentiality and privacy of individuals reporting or accused of discrimination, harassment, or sexual harassment to the extent reasonably possible. Examples of situations where confidentiality cannot be maintained include circumstances when ICYPAA is required by law to disclose information (such as in response to legal process) and when disclosure is required by ICYPAA's outweighing interest in protecting the rights of others.

For questions, concerns, and reporting of incidences please email [operating\\_committee@icypaa.org](mailto:operating_committee@icypaa.org).