



Anti-Harassment Policy

Guiding Principles: The Nevada Chapter of the American Academy of Pediatrics (Nevada AAP) is committed to providing our members, volunteers, staff and liaisons with an environment that is free from all forms of harassment, intimidation, hostility, or other offensive treatment. As representatives of the Nevada AAP, all members are expected to treat others with respect and professionalism and act within generally acceptable social behaviors. Inappropriate actions or comments based on an individual's race, color, ethnicity, national origin, age, religion, gender, gender identity, sexual orientation, disability, military/veteran status, marital/partner status, parental status, or other classification will not be tolerated.

Harassment can take many forms. It may be, but is not limited to verbal or written communication, physical contact, photographs, jokes, body language and gestures, and intimidation. It can be intentional or unintentional, but is unwelcome, unwanted, and harmful to the recipient and/or others.

This policy applies to all Nevada AAP-related functions including meetings, CME courses, networking and social events, travel to/from events, or any other function in which a member is representing the Nevada AAP.

Reporting Process: If a member believes that he/she or another member or affiliate of the Nevada AAP has potentially been subject to a form of harassment, he/she should report the alleged conduct immediately to the Nevada AAP's Executive Director (ED) or current Chapter President for guidance. The Nevada AAP takes every harassment charge very seriously and will promptly and thoroughly evaluate each reported incident. The ED will engage appropriate Nevada AAP executive leadership to conduct an initial fact-finding process. This process may include interviews with involved parties, witnesses, or other individuals suspected to have knowledge relevant to the situation. Initial findings will be reported to the Executive Committee who will determine next steps and a final resolution of the matter. The complainant and other involved parties will be advised of the disposition as appropriate.

Grounds for Disciplinary Action: If it is determined that harassing conduct has occurred, the Executive Committee may recommend to the Board of Directors that disciplinary action be taken. Members who intentionally report false charges of harassment or intentionally provide false information during the investigation process may also be subject to disciplinary actions. Disciplinary actions may include but are not limited to removal from the Nevada AAP volunteer position, notification of the incident to the member's current institution or employer's ethics officer, or prohibition from future participation in any Nevada AAP volunteer/elected position or employment.

Right to Appeal: If any involved party is dissatisfied with the investigation process or resolution, he/she can submit a written appeal to the full Board of Directors requesting an in-person review.

Confidentiality: Confidentiality is a high priority and will be protected to the greatest extent possible. Members involved in a harassment investigation should maintain confidentiality, and only discuss the matter with the parties leading the investigation.