

## **IPPS SR POLICY STATEMENT ON WEBSITE**

“The IPPS-SRNA is committed to providing an environment of civility, inclusion and professionalism where diverse ideas and solutions to green industry challenges and opportunities are embraced. This expectation of respectful behavior includes details outlined in the Ethic, Non-Discrimination and Inclusion, and Anti-Harassment Policies included in the IPPS-SRNA Operations Manual.”



### **IPPS-SR Conflicts of Interest Policy**

All Board Members and staff should reveal any conflicts of interest for themselves or through a family relationship. Signed questionnaire to monitor conflicts of EC board members circulated annually.

### **IPPS-SR Ethics Policy**

International Plant Propagators' Society- Southern Region North America (IPPS-SRNA) is ethically responsible for promoting and fostering fairness and justice for all attendees and members. It is the intent of IPPS-SRNA to create and sustain an environment that encourages all individuals and the organization to reach their fullest potential in a positive and productive manner.

These ethical expectations include and are not limited to: Respect the uniqueness and intrinsic worth of every individual. Treat people with dignity, respect, and compassion to foster a trusting environment free of harassment, intimidation, and unlawful discrimination. Ensure that everyone has an opportunity to develop their skills and new competencies. Assure an environment of inclusiveness and a commitment to diversity. Develop, administer, and advocate policies and procedures that foster fair, consistent and equitable treatment for all. Regardless of personal interests, support decisions made by the Society that are both ethical and legal. Act in a responsible manner and practice sound management.

### **IPPS-SR Non-Discrimination and Inclusion Policy**

International Plant Propagators' Society-Southern Region North America (IPPS-SRNA) is committed to supporting a diverse community to reflect human diversity and improve opportunities for all. The Society is committed to equal opportunity and eliminating discrimination. This commitment is both a moral imperative consistent with an organization that celebrates individual differences and diversity, as well as a matter of law. The IPPS-SR does not discriminate based on age, ancestry, disability, gender identity or expression, genetic information, HIV/AIDS status, military status, national origin, race, religion, sex, sexual orientation, or veteran status in its programs or activities.

**IPPS SR Anti-harassment Policy and Complaint Procedure:**

The International Plant Propagators' Society, Southern Region North America (IPPS-SRNA) is committed to a learning environment in which all individuals are treated with respect and dignity. Each individual has the right to participate in a professional atmosphere that promotes equal opportunities and prohibits unlawful discriminatory practices, including harassment. Therefore, IPPS-SRNA expects that all relationships among members and persons participating in sponsored events will be free of discrimination and harassment.

It is the policy of IPPS-SRNA to ensure equal opportunity without discrimination or harassment on the basis of race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, genetic information, marital status, amnesty or status as a covered veteran. IPPS-SRNA prohibits any such discrimination or harassment.

IPPS-SRNA encourages reporting of all perceived incidents of discrimination or harassment. It is the policy of IPPS-SRNA to investigate such reports promptly and thoroughly. IPPS-SRNA prohibits retaliation against any individual who reports discrimination or harassment or who participates in an investigation of such reports.

**Definitions of Harassment**

Sexual harassment constitutes discrimination and is illegal under federal, state, and local laws. For the purposes of this policy, sexual harassment is defined as unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature.

Sexual harassment may include a range of subtle and not-so-subtle behaviors and may involve individuals of the same or different gender. Depending on the circumstances, these behaviors may include unwanted sexual advances or requests for sexual favors; sexual jokes and innuendo; verbal abuse of a sexual nature; commentary about an individual's body, sexual prowess or sexual deficiencies; leering, whistling or touching; insulting or obscene comments or gestures; display of sexually suggestive objects or pictures; and other physical, verbal or visual conduct of a sexual nature that is personally offensive.

Harassment based on any other protected characteristic is also strictly prohibited. Under this policy, harassment is verbal, written or physical conduct that denigrates or shows hostility or aversion toward an individual because of his/her race, color, religion, gender, sexual orientation, national origin, age, disability, marital status, citizenship, genetic information or any other characteristic protected by law or that of his/her relatives, friends or associates, and that a) has the purpose or effect of creating an intimidating, hostile or offensive environment; b) has the purpose or effect of unreasonably interfering with an individual's participating in sponsored events or c) otherwise adversely affects an individual's opportunities to benefit from sponsored events.

Harassing conduct includes epithets, slurs or negative stereotyping; threatening, intimidating or hostile acts; denigrating jokes; and written or graphic material that denigrates or shows hostility or aversion toward an individual or group at IPPS-SRNA events or programs via e-mail, phone (including voice messages), text messages, tweets, blogs, social networking sites or other means.

### **Individuals and Conduct Covered**

These policies apply to all IPPS-SRNA members and event participants whether related to conduct engaged in by fellow attendees or someone not directly connected to IPPS-SRNA (e.g., an outside vendor, consultant, or customer).

Conduct prohibited by these policies is unacceptable at IPPS-SRNA sanctioned activities, including, but not limited to, conferences, field trips, meetings, and social events.

### **Complaint Process**

Individuals who believe they have been the victims of conduct prohibited by this policy statement or who believe they have witnessed such conduct should discuss their concerns with the IPPS-SRNA current President, Past President, President-Elect, Sec-Treasurer or other Executive Committee Board member.

IPPS-SRNA encourages the prompt reporting of complaints or concerns so that rapid and constructive action can be taken. The complaint should be documented via a written document or email with the date, place and full description of the incident that occurred. The Policy Committee, composed of the President, Past-President, Secretary-Treasurer and Editor, will review the case. The accused will be given the opportunity to respond to the complaint. Any reported allegations of harassment, discrimination or retaliation will be investigated promptly. IPPS-SRNA will make every effort to keep all details of the harassment confidential as circumstances permit; however, due to the nature of harassment and its investigation, IPPS-SRNA cannot and does not guarantee confidentiality.

If the investigation confirms, to the satisfaction of the Policy Committee, that harassment has occurred, the Policy Committee will take appropriate disciplinary action up to and including expulsion from the IPPS-SRNA and future sponsored activities.

Retaliation against an individual for reporting harassment or discrimination or for participating in an investigation of a claim of harassment or discrimination is a serious violation of this policy and, like harassment or discrimination itself, will be subject to disciplinary action. Acts of retaliation should be reported immediately and will be promptly investigated and addressed.

False and malicious complaints of harassment, discrimination or retaliation may be the subject of appropriate disciplinary action by the Policy Committee.