

Policy Against Harassment at TALHI Events

Approved 9-24-18

It is the policy of Texas Association of Life and Health Insurers (“TALHI”) to maintain an environment free from all forms of discrimination and harassment based on all categories protected by federal, state, and local law, including but not limited to sex, race, color, national origin, religion, age, sexual orientation, gender identity, veteran status, and disability.

This policy applies to all persons involved with TALHI, including officers, directors, vendors, volunteers, members, employees, and applicants for employment at any sanctioned TALHI events, including but not limited to member meetings, conferences, symposia, workshops, and events sponsored or co-sponsored by TALHI, as well as exchanges among those associated with TALHI activities and publications, and communications sent through communication channels associated with TALHI. This policy is not intended to amend or modify TALHI’s policy against discrimination and harassment applicable to its employees. Employees should always refer to TALHI’s Employee Policy Manual for information on prohibited conduct and reporting procedures.

TALHI expects all participants in its events to exercise consideration and respect in their speech and actions, to refrain from demeaning, discriminatory, or harassing behavior or speech, to be mindful of their surroundings, and to alert TALHI’s leadership if they notice a dangerous situation or violations of this policy, even if they seem inconsequential.

Harassment prohibited by this policy includes but is not limited to:

- offensive or unwelcome sexual invitations;
- offensive or unwelcome touching;
- offensive or unwelcome conduct of a sexual nature, such as sexually graphic comments, pictures, or posts;
- offensive or unwelcome conduct of a nature offensive to any protected category of persons, such as racially insensitive comments, pictures, or posts;
- offensive electronic forwards or similar conveyance of harassing messages prepared by others; and
- any action directed at an individual that interferes with that person’s participation or causes them to fear for their personal safety, including threats, intimidation, bullying, stalking, or other types of abuse.

Any person who believes that he or she has been subjected to prohibited conduct, or who believes they have witnessed such conduct directed at another person, should immediately report it to TALHI’s Executive Director or a member of TALHI’s Executive Committee. A member of the Executive Committee who receives a report of violation of this policy should immediately inform the Chair of the Board of Directors. Retaliation against anyone who makes such a report is prohibited.

Reports of prohibited conduct will be investigated promptly and thoroughly with every effort to maintain the confidentiality of the person who made the report. If the investigation concludes with a finding that prohibited conduct occurred, the Executive Director and/or the Executive Committee will take appropriate corrective and remedial action, up to and including removing the offending individual from the TALHI event. Individuals who engage in prohibited conduct may also be asked not to attend future TALHI events.