



College Media Association anti-harassment policy

Adopted July 10, 2019

College Media Association strives to be a safe and welcoming organization. Harassment of any kind is not acceptable in our online communications platforms or at our events. To the best of our ability, we intend to eliminate inappropriate conduct from our organization. We are committed to providing a safe and welcoming environment for all members and event participants, regardless of actual or perceived gender, gender identity, ethnicity, sexual orientation, disability, physical appearance, body size, race, age, background, religion or political affiliation, and other forms of diversity and identity as this definition continues to evolve.

This policy applies to all CMA members and event participants, including speakers, staff, volunteers, attendees, and others affiliated in any with CMA events and activities, as well as and others affiliated in any manner with activities. This policy extends to events co-sponsored by CMA and Associated Collegiate Press; conference and event participants violating these rules may be sanctioned or expelled from the conference or event at the discretion of CMA and ACP leadership.

EXPECTED BEHAVIOR

- Abide by the norms of professional respect that are necessary to promote the conditions for free academic interchange
- Be collaborative
- Communicate views to others in a fair and constructive manner
- Value and support the fact that the student media community is diverse in all manners
- Respect the rights and dignity of others, regardless of our differences and different perspectives

UNACCEPTABLE BEHAVIOR

- Physical assault (including unwelcome touching or groping)
- Real or implied threat of physical harm
- Persistent and unwelcome solicitation of emotional or physical intimacy
- Intimidating, harassing, abusive, derogatory, or demeaning speech or actions

- Prejudicial actions or comments related to actual or perceived gender, gender identity, race, ethnicity, sexual orientation, ability, socioeconomic status, age or religion
- Deliberate intimidation, stalking or following
- Sustained disruption of talks or other events
- Any other behavior not listed here that is unwelcomed, persistent or violent

REPORTING

Any instances of possible violations of this policy should be reported to CMA headquarters and/or leadership via the contact information available at collegemedia.org.

Regarding events specifically: In an emergency where safety or security is threatened, we encourage members and affiliates to first contact hotel/venue security or the local authorities by dialing 911. In all other instances, any member of the CMA board or headquarters staff, and the ACP executive staff, when and where applicable, can be available for consultation for anyone who thinks they have experienced or witnessed harassment. Staff and leadership will help participants contact convention venue security or local law enforcement, and otherwise assist those experiencing harassment, to enable them to feel safe.

All complaints will be treated seriously, investigated and kept as confidential as possible. If a CMA member or event participant engages in harassing behavior, CMA leadership may take any action they deem appropriate, ranging from a warning to the offender to expulsion from an ongoing event and/or future conferences and events.