



Vision Expo – Anti-Harassment Policy

Reed Exhibitions and The Vision Council strive to create and maintain an environment where all people are treated with dignity, decency and respect. As such, we expect ALL parties participating in any Vision Expo event, including but not limited to, exhibitors, sponsors, and attendees, to behave appropriately at all times throughout the year.

Vision Expo has a ZERO TOLERANCE POLICY for harassment of any kind including, but not limited to:

- stalking
- intimidation
- offensive verbal comments
- physical assault and/or battery
- threats
- harassing or non-consensual photography or recording
- sustained disruption of presentations and other events
- bathroom policing
- inappropriate physical contact
- unwelcome physical attention
- sexually explicit, suggestive and/or provocative behavior
- hate symbols

in relation to, but not limited to:

- race
- color
- national origin
- gender
- gender identity
- gender presentation
- sexual orientation
- marital status
- age
- body size
- disability
- appearance
- religion
- citizenship
- pregnancy

If a person engages in harassing behavior at any time, Vision Expo staff will take prompt action in any form they deem appropriate, including expulsion from Vision Expo with no refund. Our policy applies to EVERYONE participating in a Vision Expo event. Exhibitors, attendees, speakers, guests, professionals, press, staff, volunteers, and security are **ALL** subject to our Anti-Harassment Policy.

Anyone can report harassment to Vision Expo staff at any time. If someone's behavior has made you uncomfortable, or if you witness the same happening to someone else, you should immediately contact security or Vision Expo staff. If necessary, Vision Expo staff will contact local law enforcement, provide escort, offer a safe place, or otherwise assist those experiencing harassment to make sure they feel safe for the rest of Vision Expo.