

Editorial Freelancers Association Anti-Harassment Policy

We at the EFA welcome and value members of all backgrounds. We don't discriminate, but more than that, we want the EFA to be an organization where all can feel they belong. We welcome people of every race, color, culture, religion or no religion, gender identity, gender expression, age, national or ethnic origin, ancestry, citizenship, education, ability, health, neurotype, marital/parental status, socio-economic background, sexual orientation, and/or military status. We are nothing without our members, and we encourage everyone to volunteer and to participate in our community.

To ensure a welcoming space so all our members can enjoy a collegial atmosphere and develop professionally, people interacting within EFA-sponsored spaces, both physical and virtual, are expected to treat everyone with respect and consideration.

- Communicate openly and thoughtfully with others, and be considerate of the multitude of views and opinions that are different than your own.
- Be respectful in discussing and debating ideas.
- Follow the rules and policies of the venue.
- In physical spaces, be mindful of your surroundings and of your fellow participants. Call 911 or alert hotel/venue security if you notice a dangerous situation or someone in distress.

Harassment

Harassment will not be tolerated. For the purposes of this policy, "harassment" is any hostile or offensive behavior (including via online communications) and includes, but is not limited to:

- Verbal, written, and nonverbal comments or communications or actions that are insulting, degrading, aggressive, or threatening, including but not limited to those based on race, color, culture, religion or no religion, gender identity, gender expression, age, national or ethnic origin, ancestry, citizenship, education, ability, health, neurotype, marital/parental status, socio-economic background, sexual orientation, and/or military status;
- Verbal, written, and nonverbal comments or communications or actions that are sexually graphic or sexually suggestive;
- Sustained or disrespectful disruption of sessions, presentations, meetings, classes, or events in EFA-sponsored spaces or while representing the EFA;
- Deliberate intimidation, whether in physical spaces or online;
- Inappropriate or unwelcome physical contact, stalking, or photography or recording;
- Unwelcome sexual attention, including repeated flirtations or advances.

Note that harassment does not require intent to offend. Please be aware that what you consider teasing or kidding may be perceived as insulting, aggressive, degrading, or threatening by someone else.

Members or guests of the EFA who are victims of harassment, or who observe any such acts, are strongly encouraged to report the incident to a [staff member](#) or [Board member](#). The Executive Committee of the Board, or a committee designated by the Executive Committee, will respond to incidents and reports based on the circumstances of the situation and may investigate the incident and/or impose sanctions against the individual or individuals responsible for the harassment. The sanctions may include but are not limited to a formal warning, temporary or permanent suspension of access to a program, or removal from the premises during a live event. In extreme circumstances, membership in the EFA may be revoked.