

Non-Discrimination and Non-Harassment Policy

ABPD strictly prohibits any form of harassment or discrimination on the basis of race, color, religion, creed, gender, gender expression, age, national origin, ancestry, disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, the appointment to and termination from its Board of Directors, hiring and firing of staff or contractors, selection of volunteers, selection of vendors, credentialing of diplomates, and conduct of examinations. ABPD is committed to fostering an environment free from harassment and discrimination.

Reporting an Incident

- ABPD cannot address claims of discrimination or harassment unless the claims are brought to the attention of ABPD leadership. Meeting or event participants or other individuals who witness or experience inappropriate conduct at an ABPD meeting or other official ABPD event, including but not limited to the prohibited conduct described above, should report such conduct immediately to the Executive Director of ABPD, Leila Younger, at younger@abpd.org or (615) 432-0082. Any individual reporting such conduct is not required or expected to discuss the concern with the alleged offender, although they are encouraged to discuss the concern directly with the offender if they feel comfortable doing so.
- Anyone experiencing or witnessing behavior at an ABPD event that is an immediate or serious threat to the safety of those present, or to the public, is advised to locate a house phone at a hotel and ask for security, or to otherwise notify the authorities. Please notify any ABPD official of such a threat after you have alerted security or the authorities.
- ABPD generally lacks authority to intervene in situations that do not arise at ABPD meetings or other ABPD-sponsored events. If a meeting participant experiences inappropriate conduct or harassment at the participant's own or another institution, at their place of work, at a research facility, or online but not via ABPD-sponsored channels, that individual should use the applicable reporting channels for those particular institutions, facilities, or sites.

Investigation and Disciplinary Action

- ABPD reserves the right to institute disciplinary procedures following receipt of a complaint for discrimination or harassment in accordance with Section 18.2.5.
- In response to a report, ABPD will promptly and impartially investigate the facts and circumstances of any claim of inappropriate conduct or harassment under this policy and preventive measures if warranted. ABPD will make every effort to keep the reporting individual's concerns confidential and will not deliberately share personal information, other than as necessary to carry out the purpose of investigation. While complete confidentiality cannot be guaranteed, ABPD will keep the investigation and its findings as confidential as possible under the circumstances.

- ABPD may at its discretion report any incident to proper authorities, including but not limited to law enforcement. ABPD will do so if, in its sole discretion, such reporting is advisable or necessary. Nothing in this policy shall restrict or discourage any individual who experiences or is the target of conduct prohibited by this policy from reporting such conduct to the authorities, to the extent he or she deems such a report advisable or necessary.

Retaliation Is Not Tolerated

- Retaliation for complaints of discrimination or harassment are also considered harassment and will not be tolerated by ABPD. Retaliatory behavior will be investigated in a similar manner as initial complaints.

Questions about this Policy

- If you have any questions regarding this policy, please contact ABPD's Executive Director, Leila Younger (lyounger@abpd.org).