

# **The Louisiana State Conference of Young People in Alcoholics Anonymous**

## **NON-DISCRIMINATION AND ANTI-HARASSMENT POLICIES**

The Louisiana State Conference of Young People in Alcoholics Anonymous (LASCYPAA) adheres to the spiritual principles of Alcoholics Anonymous (AA), its 12 Steps, Traditions, and Concepts. LASCYPAA is committed to an environment that is free of discrimination and harassment, including sexual harassment. All individuals should be aware of how their personal opinions and behaviors can affect others and in some instances, create a harassing and hostile experience. Moreover, all individuals should treat each other with dignity and respect. To this end, LASCYPAA requires the LASCYPAA Advisory Council (Advisory Council), Host Committee members, Bid Committee members, general LASCYPAA attendees, and all participants in LASCYPAA operated or moderated websites, Internet forums or social media pages to adhere to the policies and guidelines set forth herein, below.

### **NON-DISCRIMINATION POLICY**

Discrimination is adverse treatment of any individual based on their said protected attribute, rather than on the basis of his/her individual merit. LASCYPAA is proud of its diversity. It attracts attendees and trusted servants from many different

backgrounds. Therefore, it is our policy to provide a safe and protected environment for all persons regardless of age, race, color, religion, sex, national origin, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.

### **ANTI-HARASSMENT POLICY**

Harassment is unwelcome or unwanted conduct, whether verbal, physical or visual, toward an individual because of his or her age, race, color, religion, sex, national origin, creed, disability, veteran's status, sexual orientation, gender identity or gender expression, when the conduct creates an intimidating, hostile or offensive environment. Examples of harassment include words, gestures, stories, jokes or nicknames that are derogatory, demeaning or insulting to a person based upon his or her protected attribute as stated above.

Sexual harassment or gender-based harassment is a form of harassment that is when

anyone, of any sex, sexual orientation, gender identity or gender expression, ties conditions to a request or demand for sexual favors. Specifically, it is sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (1) submission to or rejection of such conduct by an individual is used as the basis for decisions affecting that individual, or (2) such conduct has the purpose or effect of unreasonably interfering with an individual's experience by creating an intimidating, hostile, or offensive environment. Examples of sexual harassment include (1) offensive sex-oriented verbal kidding, teasing or jokes, (2) repeated unwanted sexual flirtations, advances or propositions, (3) continued or repeated verbal abuse of a sexual nature, (4) graphic or degrading comments about a person's appearance or sexual activity, (5) offensive visual conduct, including leering, making sexual gestures, the display of offensive sexually suggestive objects or pictures, videos, cartoons or posters, (6) unwelcome pressure for sexual activity, (7) offensively suggestive or obscene letters, notes or invitations, or (8) offensive physical contact such as patting, grabbing, pinching, or brushing against another's body.

## **NON-DISCRIMINATION AND ANTI-HARASSMENT ENFORCEMENT GUIDELINES**

Discrimination, harassment, and sexual harassment are unacceptable at LASCYPAA and all related events, as well as in comments, posts, messages and other forms of participation on LASCYPAA operated or moderated websites, internet forums and social media pages, including but not limited to lascypaa.com, lascypaa.org, the private LASCYPAA Facebook group and Facebook groups maintained by the LASCYPAA Host Committee. This behavior violates LASCYPAA policies even when it does not constitute a violation of law. Any attendee, volunteer, committee member or Advisory Council member should report violations to this policy as outlined in the Reporting section below. If at any time an attendee, volunteer, committee member or Advisory Council member believes he or she has been a victim of or witness to a crime, report the incident to the police or hotel staff directly.

### **Reporting**

#### **Attendees, Volunteers & Participants In LASCYPAA Operated or Moderated Forums on the Internet**

Everyone should help assure LASCYPAA and all related events are free from discrimination and harassment. Our hope is that any person who finds another's conduct unwelcome will inform that individual directly. We understand this might not always be possible or fully resolve the issue. These guidelines do not require confronting any person responsible for harassment or discrimination. Therefore, all are encouraged to report conduct they feel is in violation of these policies directly to any member of the

Advisory Council or Host Committee. If an incident occurs in violation of the law, the police should be notified directly.

### **Advisory Council & Host Committee**

Any Advisory Council or Host Committee member who is aware of or who receives a report of conduct inconsistent with these guidelines is required to report immediately to the LASCYPAA Advisory Council Operating Committee (Operating Committee). If an incident occurs in violation of the law, the police will be notified directly.

If a host committee or advisory member withholds information regarding a harassment and / or a discrimination claim their position may be up for review.

### **Retaliation**

LASCYPAA prohibits any form of retaliation against any individual who reports harassment or participates in any investigation of such reports. Retaliation is defined as negative actions against individuals because they have, in good faith, reported an instance of harassment or participated in any procedure to investigate or resolve a complaint of harassment. Any such retaliation is considered a serious violation of this policy and, like harassment itself, will subject the offender to corrective action.

### **Investigation**

The Operating Committee will promptly, thoroughly, and impartially investigate the report of harassment and/or discrimination. The Operating Committee may put interim measures in place, such as a leave of absence or censure, while the investigation takes place. Then the Operating Committee will make recommendations to the full Advisory Council regarding all reports describing conduct inconsistent with these policies. At the conclusion of the investigation, the Operating Committee will provide the complainant with an explanation of the investigation results.

The investigation may conclude in one of three ways:

- (1) That a violation of policy occurred,
- (2) That no violation occurred, or
- (3) That it cannot be determined whether or not a violation occurred.

When an investigation reveals a violation of these policies or other inappropriate conduct has occurred the Advisory Council is required to take corrective action. If the

investigation reveals an incident occurred in violation of the law, the police will be notified directly.

## **Disciplinary or Corrective Action**

The outcome determination may include consequences, as appropriate under the circumstances. . The Advisory Council and its agents may decide to ask any attendee to leave the premises, or remove a member from a LASCYPAA operated or moderated social media group regardless of whether the conduct amounts to a violation of law or even if it cannot clearly be determined whether or not a violation occurred. If the person who engaged in conduct that is inconsistent with these policies is not an attendee, then the Advisory Council will take whatever corrective action is reasonable and appropriate under the circumstances. Members of the Advisory Council and Host Committee will adhere to this policy at all AA functions (ypaa and otherwise), meetings, events or forums regardless of the location. If an instance of an Advisory Council or Host Committee member is reported and the result of the investigation determines that the member is in violation of this policy, that member may be removed from their service position as outlined in the Advisory Council bylaws and is subject to any of the disciplinary or corrective actions outlined in this section.

## **Confidentiality**

In the event of a complaint, Advisory Council and Host Committee members who receive reports of discrimination, harassment, or retaliation shall maintain the confidentiality of the information they receive to the extent reasonably possible, except where disclosure is required by law or is necessary to facilitate the investigation and resolution of discrimination, harassment, or retaliation allegations.

For questions, concerns, and reporting of incidents please email [lascypaa.advisory@gmail.com](mailto:lascypaa.advisory@gmail.com)

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