

Austin Bar Association, Austin Bar Foundation, Austin Young Lawyers Association and AYL Foundation Policy:

It is the policy of the Austin Bar Association (“Association”) to maintain an environment free from all forms of discrimination and harassment based on all categories protected by federal, state, and local law, including but not limited to sex, race, color, national origin, religion, age, sexual orientation, gender identity, veteran status, and disability.

This policy applies to all persons involved with the Associations and Foundations, including officers, directors, vendors, volunteers, members, employees, and applicants for employment at any sanctioned events of those organizations listed above.¹

Harassment prohibited by this policy includes but is not limited to:

- offensive or unwelcome sexual invitations;
- offensive or unwelcome touching;
- offensive or unwelcome conduct of a sexual nature, such as sexually graphic comments, pictures, or posts;
- offensive or unwelcome conduct of a nature offensive to any protected category, such as sexually graphic or racially insensitive comments, pictures, or posts; and
- offensive electronic forwards or similar conveyance of harassing messages prepared by others.

Any person who believes that he or she has been subjected to prohibited conduct should immediately report it to the Association’s Executive Director or a member of the Association’s Executive Committee. A member of the Executive Committee who receives a report of violation of this policy should immediately inform the President of the board of directors. Retaliation against anyone who makes such a report is prohibited.

Reports of prohibited conduct will be investigated promptly and thoroughly with every effort to maintain the confidentiality of the person who made the report. If the investigation concludes with a finding that prohibited conduct occurred, the Executive Committee and/or Executive Director will take appropriate corrective and remedial action, up to and including removal from the Association of any person who engaged in prohibited conduct.

¹ This Board policy is not intended to amend or modify the Austin Bar Association’s Policy against Discrimination applicable to its employees. Employees should always refer to the Association’s Policies and Procedures Manual for information on prohibited conduct and reporting procedures.