
Zero Tolerance for Harassment Policy

Deaf Seniors of America

The Deaf Seniors of America (DSA) is committed to fostering a professional, respectful, and inclusive environment at all DSA-sponsored events and conferences. Harassment, discrimination, or other disruptive behavior will not be tolerated under any circumstances. This Zero Tolerance for Harassment Policy applies to all participants, including members, attendees, presenters, organizers, sponsors, exhibitors, and volunteers.

What is Harassment?

Harassment includes, but is not limited to:

- Unwelcome or inappropriate comments, behavior, or gestures
- Intimidation, bullying, or disparaging remarks
- Unsolicited advances, physical contact, or sexually inappropriate conduct
- Verbal abuse, threats, or discriminatory remarks based on race, gender, age, disability, sexual orientation, religion, or other protected characteristics

Such behavior is unacceptable and will not be tolerated under any circumstances.

Reporting and Review Process

Any participant who experiences or witnesses harassment or other policy violations is encouraged to report the incident to a member of the DSA Board or designated event official as soon as possible.

Reports will be handled confidentially and reviewed promptly by the DSA Board or a Board-designated committee.

The individual named in the report will be notified of the concern and given an opportunity to respond before any disciplinary action is finalized.

Consequences for Violations

Depending on the nature and severity of the conduct, consequences may include:

- Verbal or written warnings
- Immediate removal from the event (without refund)
- Suspension or permanent exclusion from future DSA-sponsored events and conferences

Consequences for Violations, *cont'd*

The DSA Board reserves the right to take swift and appropriate action to protect the safety and well-being of all participants.

Right to Respond

DSA members subject to disciplinary action will be:

- Given written notice of the proposed action
- Provided an opportunity to submit a written response before a final decision is made

Anti-Retaliation Commitment

DSA strictly prohibits retaliation against anyone who reports misconduct or participates in a review process in good faith.

Commitment to a Safe and Inclusive Community

All participants are expected to help uphold the values of mutual respect, dignity, safety, and inclusion throughout DSA-sponsored events and conferences. Together, we ensure that DSA gatherings remain welcoming and empowering spaces for all.