**Healthy Workplace Policy**

All ALBA employees, Board members, and participants in ALBA’s activities are held to maintaining an inclusive and healthy workplace, free of harassment, bullying, or discrimination. Additional staff policies and procedures are detailed in ALBA’s Code of Ethics and Conflict of Interest policy, Sexual Harassment Prevention Policy, and Complaint Forms [Click Here](http://www.alba-valb.org/about-us/Laws/Complaint%20Form%20generic%20ALBA.docx/view)

ALBA is committed to providing a harassment-free experience for everyone that engages in our activities. We welcome everyone and value diversity of race, color, creed, ethnicity, religion, gender, gender identity or expression, age, sex, sexual orientation, national origin, ability, and citizen, marital, veteran and HIV status. We do not discriminate, nor tolerate discrimination or harassment, based on any of these factors.

 ALBA does not tolerate harassment in any form. Sexual language and imagery which is unreasonable, out of context, and for which participants are not appropriately warned is not appropriate for any ALBA activity, including online communication. Any participant in an ALBA activity who is in violation of this policy may be asked to leave, at the discretion of the event leader.

Harassment includes, but is not limited to, offensive verbal or written comments related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, creed, national origin, and citizenship, marital or HIV status. It also includes deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of events or activities, inappropriate physical contact, unwelcome sexual attention, unwarranted exclusion, and patronizing language or action.  
   
Any such behavior must be reported to a member of ALBA’s Ethics Committee, whether by the individual affected or by a witness. The Ethics Committee will consider and take appropriate action on any such complaint. The complaint forms for reporting sexual or any other kind of harassment is available at [Click Here](http://www.alba-valb.org/about-us/Laws/Complaint%20Form%20Sexual%20Harassment.docx/view). The members of ALBA’s Ethics Committee and their contact details are listed at [Click Here](http://www.alba-valb.org/about-us/policy-and-laws/ALBAs%20Ethics%20Committee.docx/view)