



EXHIBITION SERVICES
& Contractors Association

ANTI-HARASSMENT POLICY

The Exhibition Services & Contractors Association (ESCA) is committed to creating and maintaining a work environment in which all individuals who participate in ESCA events, programs, meetings, and activities do so in an atmosphere free of harassment. ESCA expects that all members and participants will be treated with respect regardless of their race, color, religion, sex, national origin, age, disability, or any other legally protected characteristic.

Scope of Policy

This policy applies to all members, participants, staff, and volunteers at any ESCA event or ESCA-sponsored event, and covers all forms of harassment, whether it occurs at event venues, event-related social activities, or in communications related to ESCA's business.

Unacceptable Behavior

Harassment includes, but is not limited to:

- Verbal comments that are offensive or unwelcome regarding a person's national origin, race, color, religion, gender, sexual orientation, age, body size, disability, or appearance.
- Sexual images in public spaces.
- Deliberate intimidation, stalking, or following.
- Harassing photography or recording.
- Sustained disruption of talks or other events.
- Inappropriate physical contact.
- Unwelcome sexual attention.

Reporting an Incident

If someone feels harassed or notices that someone else is being harassed, or has any other concerns, they should immediately contact ESCA staff or leadership. ESCA representatives can be found onsite at events and are always available through the association's communication channels.