International Association of Exhibitions and Events
Sexual Discrimination and Harassment Guidelines for Event Participants

Adopted: 18 May 2018

The International Association of Exhibitions and Events (IAEE) provides a welcoming environment for participants at IAEE events. Any member or event attendee who engages in unprofessional behavior may be subject to discipline.

SEXUAL DISCRIMINATION/HARASSMENT
Sexual discrimination and harassment is unacceptable behavior and represents a serious violation of expected professional integrity.

Sexual discrimination/harassment includes but is not limited to:

▪ Discrimination treatment based on gender, sexual orientation, gender identity or gender expression.
▪ Unwanted physical touching or verbal approach of a sexual nature.
▪ Subtle or overt pressure for sexual involvement.
▪ Unwanted reference to one’s sexuality or to sexual activities.
▪ Unwanted physical contact.
▪ The demand for sexual favors accompanied by direct or perceived threats against one’s job security or success.
▪ Any comments or actions which degrade or insult a person based on their gender.
▪ Unsolicited sexual gestures or comments or the display of offensive, sexually graphic materials.

REPORTING PROCEDURE
IAEE event participants who believe they have been the victim of sexual discrimination or harassment during an IAEE event are encouraged to report the alleged act(s) immediately to IAEE event staff identifiable by a name tag or staff uniform shirt.