



Discrimination & Harassment Policy

The Southern Trial Lawyers Association (STLA) is committed to the safety and well-being of all participants and attendees of its events, programs, and conferences. Participants are defined as, but not limited to, attendees, speakers/presenters, exhibitors, sponsors, volunteers, service providers, STLA staff or other invited guests. This policy applies to all STLA events, including events held in conjunction with STLA events in public or private facilities, and including those sponsored by third party companies or law firms.

STLA will not tolerate any form of discrimination or harassment, including but not limited to sexual harassment. STLA reserves the right to take any action deemed necessary and appropriate related to any incident reported where behavior has been deemed inappropriate or unacceptable, including but not limited to immediate removal of the offending individual from an STLA event or meeting without refund or monies paid for the event as well as the right to prohibit attendance for the remainder of the event and/or future events.

The following list of inappropriate or unacceptable behaviors is not meant to serve as an exhaustive list, but the following are examples of behavior deemed unacceptable:

- Discrimination, Harassment, Intimidation, Threats or Stalking;
- Physical or Verbal Abuse;
- Inappropriate Verbal Comments Related to Gender, Age, Marital Status, Sexual Orientation, Gender Identity, Disability, Personal Appearance, Race, Religion, or National Origin;
- Inappropriate Use of Nudity and/or Sexual Images in Public Spaces or in Presentations;
- Unwanted or Unwelcomed Touching, Unwanted Remarks of a Sexual Nature, Unwelcome Comments About Someone's Body or Personal Appearance, and Unwanted or Unwelcome Attention.

STLA event participants who have been subjected to discrimination, harassment or other inappropriate or unacceptable behaviors – or witness another event participant subjected to the same – are encouraged to notify STLA Executive Director Jeanie L. Hinkle by email at jhinkle@southerntriallawyers.com and/or the current STLA President so they can investigate and take appropriate action.