The following represents key points for consideration regarding a proposed ICANN Conference Harassment Policy.

At a minimum, the term "harassment" as used in this policy includes:

* Offensive remarks, pictures, comments, jokes, slurs, or verbal conduct pertaining to an individual’s race, color, religion, national origin, sex (including same sex or sexual orientation), pregnancy, childbirth, or related medical conditions, age, disability or handicap, citizenship status, service member status, or any other category protected by any applicable governing law.
* Offensive pictures, drawings, photographs, figurines, or other graphic images, conduct, or communications, including e-mail, faxes, and copies pertaining to an individual’s race, color, religion, national origin, sex (including same sex or sexual orientation), pregnancy, childbirth, or related medical conditions, age, disability or handicap, citizenship status, service member status, or any other category protected by applicable law.
* Offensive sexual remarks, sexual advances, or requests for sexual favors regardless of the gender of the individuals involved.
* Offensive physical conduct, including touching and gestures, regardless of the gender of the individuals involved. ICANN conference attendees’ also absolutely prohibit retaliation, which includes: threatening an individual or taking any adverse action against an individual for (1) reporting a possible violation of this policy, or (2) participating in an investigation conducted under this policy.
* ICANN conference attendees are covered by this policy and are prohibited from engaging in any form of harassing, discriminatory, or retaliatory conduct. No attendee or other ICANN participant has the authority to suggest to any individual that their role or interests would be affected by the individual entering into (or refusing to enter into) a personal relationship with the another attendee or participant, or for tolerating (or refusing to tolerate) conduct or communication that might violate this policy. Such conduct is a direct violation of this policy.
* By participating in an ICANN conference, you agree to prohibit harassment, discrimination, or retaliation of other attendees throughout the conference period. Individuals should immediately report any harassing or discriminating behavior by others to named ICANN staff member or entity. Any individual who experiences or observes harassment, discrimination, or retaliation is required to report it using the steps listed below.
* If you have any concerns relating to this Harassment Policy may have been violated by anyone including and not limited to ICANN Conference attendees, participants, sponsors, contractors, staff and board members, you should immediately report the matter. Due to the very serious nature of harassment, discrimination and retaliation, report your concerns to one of the individuals listed below:
  1. First, report the incident to the named ICANN staff member or entity.
  2. If you are not satisfied after you speak with the named contact or if you feel that you cannot speak to the named contact, you may report the incident via [xxxxx@ICANN.org](mailto:xxxxx@ICANN.org).
  3. If you are not satisfied with the response to your submission, then contact xxx, ICANN staff members.
  4. If at any time, you feel the need to speak to other members of ICANN management, you may contact the President of ICANN.
* You shall report any actions that you believe may violate our policy no matter how slight the actions might seem.
* ICANN Staff will investigate the report and then take prompt, appropriate remedial action. ICANN will protect the confidentiality of individual(s) reporting suspected violations of the incident(s).
* The reporting individual will not be penalized or retaliated against for reporting improper conduct, harassment, discrimination, retaliation, or other actions that you believe may violate this policy.
* ICANN is serious about enforcing this policy against harassment during ICANN related events and conferences. Persons who violate this policy are subject to removal from the current and/or future event(s) and conference(s).
* ICANN is unable to resolve a potential policy violation unless we know about it. You are responsible for reporting possible policy violations to ICANN in order to take appropriate actions to address the concerns.

**ICANN Staff Responsibility**

* Any staff member who is made aware of any form of harassment or potential incidents is required to immediately report the situation to xxxx.
* Each staff member has a responsibility to maintain a working atmosphere free of all forms of harassment and intimidation and for communicating and enforcing this policy.
* Questions regarding the above policy or reporting and investigative procedures may be brought at any time to xxxx@icann.org.