

Magna Legal Services Conference Anti-Harassment Policy

Magna Legal Services (Magna) is committed to ensuring a safe and welcoming environment for all participants at Magna conferences. This Policy is in effect in all venues at Magna conferences, including auxiliary events and both official and unofficial social gatherings.

All participants, including Magna employees, conference attendees, and sponsors are expected to refrain from any discriminatory, harassing, or demeaning speech in communicating with other attendees. Participants should exercise consideration and respect in their speech and actions. If attendees notice a dangerous situation or violations of this Policy, event organizers should be alerted immediately.

Unacceptable behaviors and speech include:

- Intimidating, harassing, abusive, discriminatory, derogatory or demeaning speech or actions by any participant at a Magna conference, at all related events and in one-on-one or group communications carried out in the context of a Magna conference;
- Harmful or prejudicial verbal or written comments or visual images related to gender, sexual orientation, race, religion, disability, or other personal characteristic;
- Inappropriate use of nudity and/or sexual images or words in public spaces (including presentation slides);
- Deliberate intimidation, stalking, or following;
- Harassing photography or recording;
- Sustained disruption of talks or other events;
- Unwelcome and uninvited attention or contact;
- Physical assault (including unwelcome touch or groping);
- Real or implied threat of physical harm;
- Real or implied threat of professional or financial damage or harm

Unacceptable behavior from any participant at a Magna conference, including Magna employees, attendees, sponsors ,and anyone with decision-making authority, will not be tolerated. Anyone asked to refrain from conducting in unacceptable behaviors is expected to comply immediately. Repeated or serious violations of this policy will result in being asked to leave the Magna conference immediately without a refund. Egregious violations will result in more severe sanctions to be determined.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please do not hesitate to contact Magna conference organizers immediately.