

**Association of Consulting Foresters  
Policy Against Harassment  
Adopted June 4, 2022**

The Association of Consulting Foresters of America (ACF) is committed to providing its employees, directors and officers, volunteers, members, independent contractors, event participants and event faculty through membership or contractually with ACF (collectively, “covered persons”) with settings free from harassment, in any form.

Harassment takes many forms, and may be, but is not limited to: words, signs, jokes, pranks, intimidation, physical contact, unwelcome sexual advances, requests for sexual favors, stalking, other verbal or physical contact of a sexual nature, vulgar or abusive language, or violence as it relates to race, ethnicity, national origin, religion, age, disability, gender, sexual orientation or any other classification protected by local, state or federal laws.

ACF will not tolerate harassment of any kind. Any conduct by a covered person towards another covered person that is intimidating, hostile, offensive and/or specifically prohibited by law is prohibited. Any covered person engaging in such conduct will be subject to disciplinary action, which may include termination of ACF employment or as a contractor; revocation of ACF membership; immediate expulsion from ACF-sponsored events; removal as a director, officer, volunteer; or other actions as may be deemed appropriate.

The covered person(s) who believe they have been the subject of harassment or is a witness of harassment should immediately report such conduct to the ACF Executive Director, any member of the ACF Executive Committee or the chair of the ACF-sponsored event at which the harassment allegedly occurred. Any covered person submitting a complaint must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation of this policy. Any allegations proving to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

The ACF Executive Committee will promptly investigate all reports of harassment and will keep the identity of the covered person(s) and all aspects of the report and investigation confidential. The ACF Executive Committee will take appropriate action(s) to remedy substantiated complaints.

It is contrary to the core values of ACF for any covered person to retaliate against any covered person who in good faith reports an alleged violation of this policy. A covered person who retaliates against someone who submits a complaint is subject to discipline, up to and including termination of ACF employment/engagement, loss of position and/or revocation of ACF membership.

All aspects of the Policy, including action(s) taken by the ACF Executive Committee, will at all times be subject to applicable local, state and/or federal law, to include but not limited to legal reporting requirements to appropriate authorities.