

## Non-Discrimination and Harassment Policy

Policy Name	WEF Non-Discrimination and Harassment Policy
Policy Category	Legal
Policy Number	2007-008
Policy Origination and Review Dates	October 2007; January 2017; July 2020; August 2021; October 2024
Requirements	Required by WEF to support annual 990 tax filing
Review Cycle	5 years
Legal Review Required	Yes

### A. General Policy Statement

WEF is committed to an environment in which all individuals are treated with respect and dignity. WEF expects that all conduct and communications among WEF Participants will be professional and free of discrimination and harassment. WEF prohibits discrimination or harassment based on race, color, sex, pregnancy/maternity or related medical conditions, gender identity/expression, sexual orientation, religion, age, ethnic or national origin, ancestry, citizenship or citizenship status, marital or family status, disability or perceived disability status, genetic information, veteran status, or on any other legally protected characteristic in accordance with applicable law (collectively “Protected Categories”) in any of its activities or operations. All who violate this policy are subject to discipline, in accordance with WEF policies, up to and including expulsion from membership or applicable legal action. Information on non-discrimination and harassment policy applicable to WEF employees is contained in WEF’s employment policies.

### B. Procedures for Reporting Complaints

WEF will make reasonable efforts to promptly investigate reports of discrimination or harassment by WEF Participants in accordance with policies applicable to the situation and the parties involved. Any WEF Participants engaged in WEF business or activities that are related to WEF or to WEF members, including but not limited to conduct and communications at WEF Functions, who believes that they have been subject to discrimination or harassment, or who has become aware of actual or suspected discrimination or harassment, should immediately notify WEF: 1) as outlined in applicable WEF policies including, but not limited to WEF Events Code of Conduct, WEF Member Code of Conduct, and WEF Member Discipline Policy or 2) by providing notice to WEF’s Executive Director, or if the Executive Director is involved, to the WEF

President. Any complaints of alleged violations of this policy by WEF staff or involving WEF staff are handled by WEF pursuant to its Employment Policy Against Harassment and Discrimination, regardless of whether the violation came from other WEF staff or from people outside of WEF staff.

### **C. Retaliation Prohibited**

Retaliation against a complaint filed, as outlined in this policy, is a serious violation of this policy, and like harassment or discrimination itself, will be subject to disciplinary action in accordance with applicable policies. No individual will be subject to harassment, intimidation, or any type of retaliation because they have:

- (1) filed a good-faith complaint with WEF regarding suspected discrimination or harassment;
- (2) assisted or participated in WEF's investigation, compliance review, hearing or any other activity related to the administration of any applicable law;
- (3) opposed any act or practice made unlawful by any applicable law; or
- (4) exercised any other legal right protected by applicable law.

Acts of retaliation should be reported immediately to WEF and will be promptly investigated and addressed by WEF. Anyone found to be engaged in retaliation will be subject to disciplinary action, in accordance with WEF policies, up to and including expulsion from membership or applicable legal action.

### **D. False Complaints**

False and malicious complaints of harassment, discrimination, or retaliation (as opposed to complaints that, even if erroneous, are made in good faith) may be subject to appropriate disciplinary action, in accordance with WEF policies, up to and including expulsion from membership or applicable legal action.