

The American Institute of Architects AIA Fort Lauderdale Anti-Harassment Policy

Purpose

AIA Fort Lauderdale (a component of the American Institute of Architects (AIA)) (“Chapter”) and its members are committed to maintaining the highest ethical standards in the way we conduct our operations and activities. This policy (“Policy”) is intended to prevent sexual and other types of harassment within the Chapter and to provide for corrective action as appropriate.

This policy prohibits unwelcome conduct directed toward a person because of sex, pregnancy, childbirth or related medical conditions, race, color, religion, national origin, citizenship status, age, marital status, personal appearance, sexual orientation, gender identity or gender expression, family responsibilities, physical or mental disability, diverse ability (such as cognition, sensing, feeling, thinking, and social), political affiliation, or on the basis of any other protected characteristic under applicable federal, state, or local law. Such behavior may be reflected in a single incident or in multiple incidents, or in a pattern of conduct.

This policy applies to all Chapter members, employees, and others (such as speakers and vendors) in connection with Chapter operations, while attending or engaged in Chapter -hosted events or activities, or while at an Chapter venue (such as at Chapter’s offices.)

Scope of the Policy

1. *Sexual and other harassment is offensive and violates this Policy even if it does not violate the law.* Violations of this Policy may result in disqualification from Chapter honors and awards, and/or exclusion from committees and other activities and events.
2. *Retaliation will not be tolerated.* You may be disciplined if you retaliate against anyone (for example, for reporting harassment, providing information, or otherwise assisting in an investigation under this Policy or in response to discipline imposed under this Policy.)
3. *We encourage our members and others to report any conduct that violates this Policy so that the issue can be corrected promptly.*
4. *AIA Fort Lauderdale reserves the right to bar or remove any person from any Component-hosted event or activity at any time in its sole discretion.* This includes anyone behaving in a disorderly or offensive manner (whether in person, or by digital or other means), or otherwise failing to comply with this Policy.

Reporting a Violation

We encourage you to report all incidents of harassment, bullying or retaliation, no matter who the offender is. Violations of this policy may be reported to the Chapter Executive Director, to the Board of Directors, or to any elected Chapter officer.

Board Action

Promptly after the inquiry or investigation has been completed, the resulting findings will be reported to the Board. The Board shall then conduct such proceedings and take such action as may be appropriate and authorized under applicable law.

AIA Code of Ethics

Certain acts may violate the [AIA Code of Ethics and Professional Conduct](#), and therefore might be the subject of a complaint to the Institute’s National Ethics Council. For more information, go to the link provided above.