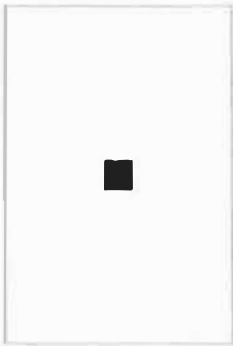


From: Dan Ashe, Association of Zoos & Aquariums [<mailto:dan@azameetings.com>]
Sent: Thursday, March 22, 2018 1:22 PM
To: Dan Ashe
Subject: A Note from Dan Ashe, AZA Mid-Year Meeting



Hello everyone! I look forward to seeing you at AZA's 2018 Mid-Year Meeting, in Jacksonville. Conference attendance is strong - our strongest yet! Which I hope reflects growing excitement about our vision and directions. We are AZA! And your engagement and participation are what will make a difference for our profession!!



In our quest to make our community continually better, I want to call your attention to a very important and quite concerning issue - sexual harassment.

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During my first year as AZA President and CEO, I have heard many personal stories about sexual harassment during past AZA conferences. In response, AZA has updated and strengthened its harassment policy:

AZA is dedicated to providing a harassment-free conference experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, or political affiliation. AZA has a zero tolerance policy for harassment in any form. Violations by any registered attendee or participant at this AZA Conference may result in expulsion and possible ban from future AZA events.

We are committed to providing a safe, productive, and welcoming environment for all meeting participants and AZA staff. All participants, attendees, speakers, volunteers, exhibitors, Association staff and others are expected to understand and adhere to this policy. It applies to all AZA meeting-related events, events held by conference hosts in conjunction with AZA conferences and events, and all related spaces and venues, including hotels, restaurants, and bars.

Examples of unacceptable behavior include, but are not limited to, unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature; verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, or national origin; inappropriate use of nudity or sexual images in public spaces or in presentations; or threatening or stalking any attendee, speaker, volunteer, exhibitor, AZA staff member, service provider, or other meeting guest.

If you experience harassment or hear of any incidents of unacceptable behavior, AZA asks that you inform any of the following AZA staff so that we can take immediate and appropriate action, consistent with our zero tolerance policy:

Melissa Howerton
mhowerton@aza.org
mobile - (703) 517-3597

Jack Keeney
jkeeney@aza.org
mobile - (301) 655-1973

Candice Dorsey
cdorsey@aza.org
mobile - (703) 282-9082

Kris Vehrs
kvehrs@aza.org
mobile - (301) 332-9573

In response to any incident of unacceptable behavior, AZA reserves the right to take any action deemed necessary and appropriate, including immediate removal from the meeting without warning or refund, and prohibiting attendance at any future meeting.

AZA is a proudly professional community, but that does not insulate it from inappropriate behaviors like harassment. Please, work with us to

ensure that all AZA events reflect the very highest standards of conduct.

Thank you, and safe travels to Jacksonville!

Very best,



Dan Ashe
President and CEO
Association of Zoos and Aquariums



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