

NCAMFT Inclusivity Statement

1. Purpose

NCAMFT aims to be inclusive to all participants of NCAMFT interactions, live and online, to ensure a welcoming, safe, and respectful environment by reflecting the diverse interests of our membership. We are committed to providing an inclusive environment for all, regardless of gender, age, gender identity, race, health status, national origin, relationship status, sexual orientation, disability, ethnicity, socioeconomic status, and religion.

This Inclusivity Policy outlines our expectations for all those who participate in NCAMFT interactions, as well as the handling of unacceptable behavior.

“NCAMFT interactions” in this policy includes, but is not limited to, NCAMFT live events, including meetings, continuing education or other courses, conferences, NCAMFT pre-recorded events, NCAMFT online courses, forums, and any other interaction involving NCAMFT.

“Participant” in this policy refers to anyone present at NCAMFT interactions, including staff, contractors, vendors, exhibitors, venue staff, members, and all attendees.

2. Expected Behavior

We expect all participants of NCAMFT interactions (staff, contractors, vendors, exhibitors, venue staff, members, and all attendees) to abide by this Inclusivity Policy in all venues of NCAMFT interactions, including ancillary or other events in any official capacity, both live and online.

- Exercise consideration and respect in your speech and actions.
- Refrain from demeaning, discriminatory, or harassing behavior and speech.
- Be mindful of your surroundings and of your fellow participants.
- Alert NCAMFT staff if you notice a dangerous situation, someone in distress, or violations of this Inclusivity Policy.

3. Unacceptable Behavior

Unacceptable behaviors include:

- Intimidating, derogatory or demeaning speech, or actions by any participant of NCAMFT interactions, at all related events and in one-on-one communications. Event venues may be shared with members of the public; please be respectful to all participants of these locations.
- Harmful or prejudicial verbal or written comments or visual images related to gender, age, gender identity, race, health status, national origin, relationship status, sexual orientation, disability, ethnicity, socioeconomic status, and religion.
- Sustained disruption of talks or other events.
- Unwelcome and uninvited attention or contact.
- Inappropriate use of nudity and/or sexual images in public spaces (including presentation slides).

- Deliberate stalking or following.
- Harassing photography or recording.
- Physical assault (including unwelcome touching or groping).
- Real or implied threat of physical, professional, or financial damage or harm.

Exhibitors in the exhibit hall, sponsor or vendor booths, or similar activities are also subject to the Inclusivity Policy.

Retaliation for reporting an incident is a violation of the Inclusivity Policy.

Reporting an incident in bad faith is a violation of the Inclusivity Policy.

4. Handling of Unacceptable Behavior

NCAMFT is committed to ensuring that NCAMFT interactions are safe and welcoming to all participants. Incidents of unacceptable behavior by any participant of NCAMFT interactions will be taken seriously and will be addressed as follows:

- NCAMFT Board, or its proxies, will be trained in handling incidents involving unacceptable behavior, both live and online.
- NCAMFT Board, or its proxies, will provide assistance to those participants to which the incident occurred.
- NCAMFT Board, or its proxies, will work to resolve the issue as quickly and fairly as possible while prioritizing the needs and concerns of all participants.
- Participants may file a complaint as described in Section 5. All efforts will be made to keep complaints contained to the parties involved.
- If the participant believes an NCAMFT member has violated the [AAMFT Code of Ethics](#), they may file a complaint with [NC Marriage and Family Therapy Licensure Board](#).
- NCAMFT Board, or its proxies, reserve the right to remove an individual from any NCAMFT interaction without refund and/or CE Hours, and to prohibit an individual from future participation in NCAMFT interactions.

5. If You Are Subject or Witness to Unacceptable Behavior

If you feel uncomfortable or unwelcome as a result of another participant's behavior, if you witness inappropriate behavior, or if you have other concerns regarding participants' behavior, please contact an NCAMFT staff member onsite or email info@NCAMFT.org.

If possible, provide the following information in writing:

- Identifying information (name/badge number, appearance) of the participant who allegedly violated this policy.
- The behavior that was in violation.
- The approximate time of the behavior.
- The circumstances surrounding the incident.
- Other people involved in or witnessing the incident.

6. Addressing Grievances

Findings of violation of the Inclusivity Policy, and decisions and actions taken by NCAMFT staff in response to violations, may be appealed by requesting an internal review by NCAMFT.