

Reed Exhibitions strives to create and maintain an environment where all people are treated with dignity, decency and respect. As such, we expect ALL parties attending FIBO USA to behave appropriately at all times.

FIBO USA has a ZERO TOLERANCE POLICY for harassment of any kind, including but not limited to:

- stalking
- intimidation
- offensive verbal comments
- physical assault and/or battery
- threats
- harassing or non-consensual photography or recording
- sustained disruption of presentations and other events
- bathroom policing
- inappropriate physical contact
- unwelcome physical attention
- sexually explicit, suggestive and/or provocative behavior
- hate symbols

in relation to, but not limited to:

- race
- color
- national origin
- gender
- gender identity
- gender presentation
- sexual orientation
- marital status
- age
- body size
- disability
- appearance
- religion
- citizenship
- pregnancy

If a person engages in harassing behavior, FIBO USA staff will take prompt action in any form they deem appropriate, including expulsion from FIBO USA with no refund. **Our policy applies to EVERYONE at FIBO USA. Exhibitors, attendees, speakers, guests, professionals, press, staff, volunteers, and security are all subject to our Anti-Harassment Policy.**

Anyone can report harassment. If someone's behavior has made you uncomfortable, or if you witness the same happening to someone else, you should immediately contact security or FIBO USA staff. You may also come to the FIBO USA Office or the security office at any time to report an incident.

If necessary, we will contact local law enforcement, provide escort, offer a safe place, or otherwise assist those experiencing harassment to make sure they feel safe for the rest of FIBO USA.