



# ASTFE

American Society of Thermal and Fluids Engineers

## **Promoting Safe and Respectful Environments in TFEC and ASTFE Supported Conferences, Workshops, and Courses.**

It is the American Society of Thermal and Fluids Engineers (ASTFE) policy is to promote and foster harassment-free environment wherever science is conducted, including at its Thermal Fluids Engineering Conferences (TFEC) and ASTFE sponsored conferences, workshops, courses, webinars, and etc. events and activities.

### **1. Purpose and Scope:**

The ASTFE and TFEC conferences are committed to providing a professional, respectful, and inclusive environment for all conferences and events speakers and attendees. This Anti-Harassment Policy applies to all participants, including but not limited to attendees, speakers, volunteers, exhibitors, staff, and anyone else present at ASTFE conferences. Harassment in any form will not be tolerated.

### **2. Definition of Harassment:**

Harassment includes, but is not limited to, offensive verbal comments, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, unwelcome attention, offensive written or electronic communications, and any other form of unwelcome and hostile behavior. Also, harassment in any form, based on sex, gender, gender identity and expression, sexual orientation, age, disability, race, ethnicity, religion (or lack thereof), medical condition, pregnancy, or any other protected characteristics recognized by law, is a violation of ASTFE policy. Everyone should be treated with respect without fear of discrimination.

### **3. Reporting Harassment:**

If you experience or witness any form of harassment, or if you have any concerns, please immediately contact the ASTFE Board of Directors or any ASTFE conference staff members, identified by badges or signage. You may also report incidents via email at [info@astfe.org](mailto:info@astfe.org)

### **4. Confidentiality:**

All reports will be treated with the utmost confidentiality. ASTFE will respect the privacy of all parties involved.

### **5. Response to Harassment:**

Upon receiving a report, ASTFE Board of Directors will promptly investigate and take appropriate actions. This may include, but is not limited to, warning the offender, expulsion from the conferences without a refund, and reporting the incident to the appropriate authorities.



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## **6. No Retaliation:**

ASTFE prohibits retaliation against any individual who reports harassment or provides information during an investigation. Retaliation should be reported immediately and will be addressed promptly.

## **7. Expected Behavior:**

All ASTFE conferences and events participants are expected to adhere to the ASTFE Policy and Code of Conduct, which promotes professionalism, respect, and inclusion. Participants are encouraged to contribute to a positive and harassment-free environment at STEM events.

## **8. Review and Revision:**

This Anti-Harassment Policy will be reviewed regularly and may be revised as necessary. ASTFE reserves the right to modify this policy at any time.

## **9. Acknowledgment:**

By participating in an ASTFE conference, all attendees agree to comply with this Anti-Harassment Policy and the ASTFE Code of Conduct.

## **Contact Information:**

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