

## EURYPAA Anti-Harassment and Non-Discrimination Guidelines

EURYPAA wishes for everyone to have an enjoyable and safe convention experience. Members - regardless of age, race, color, religion, sex, national origin, disability, sexual orientation, gender identity or gender expression - should have the opportunity to enjoy the convention and its events.

Harassment or discrimination in any form will not be tolerated at EURYPAA or any of its events. This includes direct, indirect, verbal, physical or any other conduct that may be viewed as a violation of these guidelines. If at any time a EURYPAA attendee believes he or she has been a recipient of or has witnessed any such incident, he or she should follow the procedures detailed in the Action and Reporting section of these guidelines.

### The EURYPAA Convention does not tolerate:

- Harassment or bullying (physical or verbal)
- Discriminatory behavior
- Conduct that endangers any member of AA or a guest of AA's safety or security, regardless of age, race, color, religion, sex, national origin, disability, sexual orientation, gender identity or gender expression
- Efforts to misrepresent the intent of the convention within the scope of the Twelve Traditions and Twelve Concepts
- Incitements to public controversy

### Action and Reporting:

- **If a person attending EURYPAA or any of its events is the recipient of or witness to behavior that they feel is unwelcome, we hope that this person will directly inform the individual(s) responsible for the behavior by pointing out that their conduct is offensive.** In many cases it will be sufficient for the affected party to raise their concern with the individual(s) creating the problem.
- If an individual or individuals responsible for conduct in violation of these guidelines fails to respond to requests to cease behavior, the incident should be reported to the EURYPAA Board Chairperson and at least one other member of the EURYPAA Board. If the individual(s) continue to violate the guidelines, they may be asked to leave the convention or event.
- In some cases, confronting the individual(s) responsible for the questionable behavior might be difficult, uncomfortable or potentially unsafe. In these cases, it may be appropriate for the affected party to relate their concerns to the EURYPAA Board or Host Committee directly. Any concerns should be heard by at least two trusted servants of the EURYPAA Board or Host Committee, and will also require immediate reporting to the entire EURYPAA Board.
- If an incident occurs that appears to be in violation of law in the location in which the convention or related events are held, the police or hotel event staff may be notified directly.
- All reporting will be considered confidential.

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-Violence (physical or threatened) in any form is not acceptable at any level; all members have the right to feel secure and safe in any meetings, events or activities relating to the EURYPAA convention and whilst going about AA service/business. "For our Group purpose there is but one ultimate authority - a loving God as he may express himself in our Group Conscience". (Tradition 2 long form) "Each Alcoholics Anonymous Group ought to be a spiritual entity having but one primary purpose - that of carrying its message to the alcoholic who still suffers" (Tradition 5 long form). The aim of these guidelines are to provide a framework for EURYPAA to address any unfortunate incidents of violence, direct or indirect harassment at the EURYPAA convention or its events.

-The EURYPAA Board and Host Committee will endeavor at all times to seek an informed group conscience of the entire EURYPAA Board whenever possible. However, in the event of an incident which requires immediate attention, we may need to agree on a contingency plan. In dealing with any incident, the response must be measured and reasonable, taking into consideration all of the circumstances. Members should never place themselves in danger physically, risk legal repercussions, or act as policing agents. If an incident cannot be diffused quickly and safely, members and groups should consider contacting appropriate agencies - e.g. police - in the country where any such incident may occur.

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The potential damage to the EURYPAA event and AA's overall unity and reputation arising from wrongful or criminal acts of individual members is of natural concern to the Fellowship.

In all matters the EURYPAA convention will always strive to adhere to the spirit of the Twelve Concepts and Twelve Traditions with specific emphasis on concept twelve: "*The Conference shall observe the spirit of A.A. tradition, taking care that it never becomes the seat of perilous wealth or power; that sufficient operating funds and reserve be its prudent financial principle; that it place none of its members in a position of unqualified authority over others; that it reach all important decisions by discussion, vote, and whenever possible, substantial unanimity; that its actions never be personally punitive nor an incitement to public controversy; that it never perform acts of government; that, like the Society it serves, it will always remain democratic in thought and action.*"

### Investigation

The EURYPAA Board members will promptly investigate and make recommendations to the full EURYPAA Board regarding all reports describing conduct that is inconsistent with these policies, and respond to the complainant. During the investigation, confidentiality will be preserved to the extent that the needs of the situation permit. Any illegal conduct will be reported to the appropriate authorities for investigation and adjudication.