



3HO Anti-Harassment and Non-Retaliation Policy

At all 3HO's events, we are committed to providing a safe and welcoming environment for all participants. We do not tolerate any form of harassment, discrimination, or misconduct towards others, and we take all reports of such behavior seriously.

Harassment is defined as any behavior that is unwelcome and creates a hostile, intimidating, or offensive environment. This includes, *but is not limited to*:

- Verbal harassment, such as offensive or derogatory comments, screaming, or threatening physical violence.
- Physical harassment, such as unwanted touching or physical aggression.
- Sexual harassment, such as unwelcome sexual advances, requests for sexual favors, or any other unwelcome verbal or physical conduct of a sexual nature.

Retaliation against someone who reports harassment or participates in an investigation is strictly prohibited and will not be tolerated. Retaliation is any adverse action or threat taken or made (including through third parties and/or legal counsel) against an individual believed to have made a report of prohibited conduct or who is participating in an investigation or proceeding related to a reported violation of 3HO policy. Retaliation includes, *but is not limited to*:

- Threats, intimidation, harassment, or behavior that would discourage a reasonable person from reporting or participating in the investigation or proceeding related to the prohibited conduct.
- Maliciously and/or intentionally interfering with, threatening, or harming the academic or professional career or reputation of an individual before, during, or after the investigation and resolution of a report of prohibited conduct.
- Causing physical harm to an individual or their personal property in response to and/or on account of a report of prohibited conduct.

Retaliation against someone who reports harassment or participates in an investigation is strictly prohibited and will not be tolerated.

If you experience or witness any form of harassment or retaliation during a 3HO event, please report it immediately to one of our staff members. You can report harassment or retaliation by:



- Notifying someone on the Admin or SecurityTeam, who will escalate the report to the CEO and Event Manager
- Email yogainfo@3ho.org with the subject line: Harassment Report
- Send a WhatsApp message to +1 (505) 522-8354 with the details of the incident and your name and contact information.

We expect all participants to comply with this anti-harassment and non-retaliation policy and to treat others with respect and dignity. Failure to do so may result in immediate removal from the event without refund.

We welcome your feedback and suggestions on how we can continue to create a safe and inclusive environment for all participants.