

Effective Altruism NYC Sexual Harassment Policy

Effective Altruism NYC is committed to the safety and wellbeing of all its members. We take all allegations of harassment seriously, regardless of the gender of the people involved, their position within the Effective Altruism community, or the time and place of the harassment.

What constitutes sexual harassment?

Sexual harassment is defined as unwelcome sexual advances. It can include one or more of these behaviors:

Physical conduct:

- Unwelcome touching, including stroking, kissing, hugging, or pinching
- Physical violence, including sexual assault

Verbal conduct:

- Sexually explicit comments, stories and jokes
- Repeated and unwanted sexual advances or invitations on dates
- Inappropriate messages (e.g. on Facebook)
- The use of threats or rewards to solicit sexual favors

Non-verbal conduct:

- Displaying explicit or suggestive material
- Leering
- Sexually suggestive gestures

Specifically, if someone asks you to leave them alone, you must do so immediately. If you are concerned about the safety of the person, please contact one of the organizers or in the case of an emergency, call 911.

We recognize that sex and relationships aren't always straightforward. We aim to treat everyone in our community with compassion as we work to make Effective Altruism NYC a safe place for all.

Complaints Procedure

We are here to support everyone. If you think you may have witnessed or experienced sexual harassment, talk to one of Effective Altruism NYC organizers about the situation:

- Anisha Zaveri (anisha.zaveri@gmail.com)

- Avi Norowitz (anorowitz@gmail.com)
- Garrison Lovely (g.lovely343@gmail.com)
- Jacob Eliosoff (jacob.eliosoff@gmail.com)
- Arushi Gupta (arushi7w@gmail.com)

Alternatively, you could contact Julia Wise (julia.wise@centreforeffectivealtruism.org), or Sky Mayhew (sky@centreforeffectivealtruism.org), who work for the Community Health Team at the Centre for Effective Altruism. They can also be contacted anonymously - find out more [here](#).

We will always respect your privacy and your choices. Your conversation will be as confidential as you want it to be. For example, we'll ask you if you'd like an anonymised version of your complaint to be shared with Effective Altruism NYC organizers team or the person the complaint is about. The amount you share, and who hears about it, is completely up to you.

The Effective Altruism NYC organizing team will support you in resolving your complaint. Here are some examples of how we can help:

- If a crime may have been committed, we can support you in contacting the police.
- If you would like to resolve things informally, we can speak to someone on your behalf.
- If you decide to formally complain, members of the Effective Altruism organizing team will talk to you, the alleged harasser, and any available witnesses to learn more about what happened. After the organizers have spoken to everyone involved, we will share Effective Altruism NYC's response with you.

The harasser could be given a warning or asked to leave the Effective Altruism NYC community temporarily or permanently.

If you decide to complain, you are allowed to withdraw your complaint at any time. We will always respect your choices and try to support you.

Special thanks to Effective Altruism London for providing permission to adapt their policy for our group.