IEEE Policy Against Discrimination and Harassment
(IEEE Policies, Section 9.27)

IEEE, consistent with the purposes articulated in Article I of the IEEE Constitution, is committed to the realization and maintenance of an environment in which members may have full and productive careers free from Discrimination or Harassment.

IEEE is committed to the principle that all persons shall have equal access to programs, facilities, services, and employment without regard to personal characteristics not related to ability, performance, or qualifications as determined by IEEE policy and/or applicable laws.

IEEE prohibits Discrimination, Harassment and Bullying against any person for any reason, for example, because of age, ancestry, color, disability or handicap, national origin, race, religion, gender, sexual or affectional orientation, gender identity, appearance, matriculation, political affiliation, marital status, veteran status or any other characteristic protected by law. IEEE employees, volunteers, members, and other constituents of the IEEE, when and where ever those individuals are conducting IEEE business or participating in IEEE events or activities, shall maintain an environment free of Discrimination, including Harassment, Bullying, and Retaliation.

Mediation and Enforcement:

IEEE Human Resources Department shall have the primary responsibility for oversight of this policy including investigating complaints of Discrimination, Harassment, Bullying, and Retaliation with respect to employees. Any person who believes that he or she has been the victim of illegal Discrimination or Harassment may seek redress through an appropriate Organizational Unit dispute resolution mechanism or may contact the IEEE Hotline at +1 888 359 6323. The Ethics and Member Conduct Committee shall have final responsibility for oversight of Policy 9.26 and this Policy 9.27 with respect to IEEE members. Matters deemed to be of a serious nature shall be referred to the Legal and Compliance Department for handling.

The goal in every such case shall be to reach a determination on the merits of allegations, if possible. In most cases, this will require an investigation into the facts. Such an investigation may be conducted by IEEE staff, legal counsel, volunteers, private investigators or other individuals deemed qualified to do so. If the evidence shows that there has been Discrimination, Harassment, Bullying, and/or Retaliation, IEEE shall seek to ensure the Discrimination, Harassment, Bullying or Retaliation immediately stops and does not recur. The complainant shall be informed generally of the conclusions reached regarding the allegations. Disciplinary sanctions for violation of policy, up to and including termination of employment or expulsion from membership in IEEE, as applicable, will be imposed in accordance with applicable IEEE policies. The IEEE President shall be informed of all allegations involving IEEE members, volunteers, or any management level employees. If the complaint is against the IEEE President then the IEEE Board of Directors shall be informed.

In accordance with IEEE Policy 9.9, the Whistleblower and Non-Retaliation Policy, IEEE prohibits retaliation for raising in good faith an issue of potential Discrimination, Harassment, Bullying, and/or Retaliation, and discourages any behavior that might be perceived as retaliatory in nature. Retaliation shall constitute a separate violation and may result in a sanction independent of the outcome of a complaint.