

From: PASS Headquarters hq@sqlpass.org
Subject: PASS Anti-Harassment Policy Reminder
Date: November 24, 2015 at 4:01 PM
To:



PASS Anti-Harassment Policy Reminder

It is unfortunate that I have to write this letter, but it has become necessary.

An [Anti-Harassment Policy](#) (AHP) was implemented in 2012 to help provide a harassment-free conference experience. Everyone attending PASS Summit is expected to follow the AHP at all times, including at PASS-sponsored social events. This includes, but is not limited to, PASS staff, exhibitors, speakers, attendees, and anyone affiliated with the event.

This year at PASS Summit I served on the [Anti-Harassment Review Committee](#). As such, it was my responsibility to help review complaints and incidents reported during Summit. The PASS Summit experience should be enjoyable, exciting, and safe for everyone at all times. However, I am disappointed to say that PASS Summit was a negative experience for a few members of our #SQLFamily this year.

I expect Summit attendees and PASS members to treat others with respect at all times, whether that is inside a session room, the conference hallway, a PASS sponsored event, or even at a local coffee shop.

On a positive note, there were people actively using the policy this year and supporting one another onsite as well. I am proud to see that our community has embraced having this policy. It is wonderful to know that our #SQLFamily will not put up with these types of incidents.

If you have concerns or want to report an incident within the guidelines of the AHP, I encourage you to contact governance@sqlpass.org.

Thomas LaRock
PASS President