

# Policy on a Welcoming Environment

(as adopted by the January 2015 AMS Council and modified by the January 2019 AMS Council)

The AMS strives to ensure that participants in its activities enjoy a welcoming environment. In all its activities, the AMS seeks to foster an atmosphere that encourages the free expression and exchange of ideas. The AMS supports equality of opportunity and treatment for all participants, regardless of gender, gender identity or expression, race, color, national or ethnic origin, religion or religious belief, age, marital status, sexual orientation, disabilities, veteran status, or immigration status.

Harassment is a form of misconduct that undermines the integrity of AMS activities and mission.

The AMS will make every effort to maintain an environment that is free of harassment, even though it does not control the behavior of third parties. A commitment to a welcoming environment is expected of all attendees at AMS activities, including mathematicians, students, guests, staff, contractors and exhibitors, and participants in scientific sessions and social events. To this end, the AMS will include a statement concerning its expectations towards maintaining a welcoming environment in registration materials for all its meetings, and has put in place a mechanism for reporting violations. Violations may be reported confidentially and anonymously to 855.282.5703 or at [www.mathsociety.ethicspoint.com](http://www.mathsociety.ethicspoint.com). The reporting mechanism ensures the respect of privacy while alerting the AMS to the situation.

For AMS policy statements concerning discrimination and harassment, see the **AMS Anti-Harassment Policy**.

Questions about this welcoming environment policy should be directed to the **AMS Secretary**.