

PALTC26 Exhibitor/Sponsor Prospectus

March 26-28 | Anaheim Marriott | Anaheim, CA, USA

Connect. Influence. Lead.

Join a community of decision-makers, innovators, and care leaders at the nation's premier event in post-acute and long-term care. PALTC26 delivers unmatched access to the people and priorities shaping the future of the field.

Why Participate?

Exhibiting and sponsoring at PALTC26 offers visibility and relevance. Join 1,000+ attendees, including:

- Medical Directors
- Physicians, Nurse Practitioners, Physician Assistants
- Nurses, Researchers, Students, Fellows, and Trainees
- Healthcare Executives and Leadership Teams

Top Benefits:

- Engage with clinical and executive leaders
- Prime exhibit hall placement
- Industry Expert Theater speaking opportunities
- High-traffic digital signage and branding spots
- Access to the opt-in attendee list for targeted follow up
- Educational programming and networking access for all booth staff

Exhibit Schedule

- **Thursday, March 26:**
 - 9am-4pm: Exhibitor Move-In
 - 5:30pm-7:30pm: Welcome Reception in Exhibit Hall (Exhibits Open)
- **Friday, March 27:**
 - 10am-3:30pm: Exhibits Open
- **Saturday, March 28:**
 - 10am-2pm: Exhibits Open
 - 2pm-6pm: Exhibitor Move-Out

2026 Exhibit Fees

Booth Sizes	Exhibit Rates
10x10 Inline	\$4,350
10x10 with Corner	\$5,200
10x20 Inline	\$8,700
10x20 with Corner	\$9,500
10x20 Peninsula	\$10,500
20x20 Island (Four Corners)	\$21,000
10x10 Non-Profit Inline*	\$1,600
<i>*Must provide tax-exempt documentation.</i>	

What's Included:

- Pipe and drape, 6' table, 2 chairs, company ID sign
- Access to non-ticketed sessions (no CME/CEUs)
- One exhibitor Priority Point for each 10x10 booth.
- Company listing in online directory
- Opt-in attendee list
- Complimentary registrations:
 - 10x10: 4 badges
 - 10x20: 6 badges
 - 20x20: 8 badges
 - Non-Profit 10x10: 2 badges

Digital Listing Upgrades

All-Inclusive Package: \$1,250

Includes:

- Company logo and banner
- One giveaway button (lead gen, market research, or promo site)
- Intro video
- Up to 6 PDFs and 6 weblinks

A La Carte Options:

- Company logo: \$150
- Banner: \$400
- Giveaway button: \$350
- Intro video: \$500
- PDFs \$75 each (up to 6)
- Weblinks: \$50 each (up to 6)

Designated Exhibitor Area

Exhibitors with personal care items, wellness products, or general merchandise will be placed in a designated area to preserve the professional tone of the exhibit hall.

New Exhibitor Vetting:

Unfamiliar companies will undergo a vetting process. We reserve the right to decline, move, or reassign booths to maintain exhibit hall standards.

Exhibitor Application Deadline: March 12, 2026

Exhibitor Contacts:

- **Sales and Sponsorship:** Elizabeth Sobczyk, Associate Executive Director, esobczyk@paltmed.org, (410) 992-3151
- **Logistics and Services:** Viper Tradeshow Services
Mroberts@vipertradeshow.com | (847) 345-1901

Thought Leadership Opportunities

Position your team as industry experts through sponsored sessions. Popular topics include:

- Artificial Intelligence
- Behavioral Health
- Billing and Coding
- Business of Medicine
- Cardiovascular Disease
- Care for Frail Elderly
- Chronic Disease Management
- Dementia Care & Prevention
- Deprescribing & Medication Management
- Education Strategies for Staff
- Endocrine Disorders
- Ethical Dilemmas
- Infectious Disease
- Palliative and Hospice Care
- Pharmacogenetics for Psychoactive Medication
- Pharmacotherapies
- Polypharmacy
- Quality Measures
- Regulatory Updates
- Role of the Medical Director
- Sepsis
- Tech Integration
- Transitions of Care
- Value-Based Care
- Wound Care

Industry Expert Theaters

Get high-quality engagement with clinicians and decision-makers in PALTC. Organize a session on your chosen topic. IET sessions are not available for credit.

Please view conference website for most up-to-date opportunity availability.

There are two opportunities for each time slot listed below:

- **30-Minute Break Industry Expert Theaters: \$18,000 each**
 - Thursday, March 26: 10:00 – 10:30 am
 - Thursday, March 26: 2:00 – 2:30 pm
 - Friday, March 27: 10:00 – 10:30 am ***1 spot available**
 - Friday, March 27: 2:00 – 2:30 pm
- **One-Hour Industry Expert Theaters: \$45,000 each**
 - Thursday, March 26: 11:30 am – 12:30 pm ***1 spot available**
 - ~~Friday, March 27: 11:45 am – 12:45 pm~~ **SOLD OUT**
 - Saturday, March 28: 10:00 – 11:00 am
 - Saturday, March 28: 12:30 – 1:30 pm

IET Session Room Digital Branding: \$1,250

Add your logo and message to the digital sign outside your IET session room. Your branding will appear with the session title during the allotted time. *Available only to confirmed IET sponsors.*

All Industry Expert Theaters include:

- Meeting space at no additional charge.
- Meals (box lunches) or refreshments (drinks) for attendees.
- Standard AV package (includes a screen, podium microphone, LCD projector package and floating technician). Additional AV items may be purchased.
- Promotion on the meeting website, room signage, and a pre-meeting promotional email.

Industry Insight Display: \$1,250

Overview: Showcase your product, service, or innovation. This display lets you present company materials during scheduled times, giving you a chance to interact with attendees and highlight your contributions to the field.

Times: Displays will be available during all exhibit hall open hours.

Poster Specifications:

- Usable board area: 45" (vertical) x 91" (horizontal).
- Standard poster sizes of 36"x48" or 42"x56" will fit.
- Posters should be printed on material that can be pinned with push pins.

Branding Opportunities

Wi-Fi Advertising: \$10,000 (Exclusive) SOLD

Meeting Website Advertisement: \$4,750

Feature your company on the website where attendees can access session content, view and search exhibitor listings and find general meeting information. Ad will run January – March 2026.

Attendee Email Blast: \$3,000

PALMed will send an email blast with your approved content to all PALTC26 attendees prior to or after the meeting. The email blast will be scheduled in alignment with other meeting promotions and confirmed by the PALMed staff team. PALMed reserves the right to approve all content.

Conference Tote Bag Inserts - \$2,750 (Materials deadline: 2/27/26)

Get your message in the hands of every attendee during the meeting, by purchasing a bag insert. You are responsible for producing your promotional item and shipping them to PALMed in time for insertion. Details along with deadlines will be sent upon purchase.

PALTC26 Mixer Sponsorship Opportunities

Presenting Sponsor – \$25,000 (Only 1 Available)

'Official Mixer Sponsor' with high-visibility branding at the entrance and throughout the Event includes:

- Front Entrance Step and Repeat - Free-standing custom-printed backdrop that serves as a focal point for attendee photos
- Entrance Illuminated Tower – Double-sided, free-standing tower featuring your brand
- VIP Catwalk Banner - Full-color banner suspended from catwalk within Joplin Bar
- Exclusive branding for event shuttle
- Opportunity to provide branded cups and cocktail napkins at the bar
- Shared Asset – High-impact digital signage displayed throughout the venue

Jake Dining Hall Sponsor – \$10,000 (Only 1 Available)

Own the spotlight in Jake Dining Hall—your brand takes center stage — includes:

- Stage Wall Decal - Wall decal located behind DJ stage
- Jake Hall Illuminated Tower - Double-sided, free-standing tower featuring your brand
- Shared Asset – High-impact digital signage displayed throughout the venue

Elwood Terrace Sponsor – \$7,500 (Only 1 Available)

Make the Terrace yours—exclusive branding in a prime space — includes:

- Garage Door Decals – Feature your brand on 12 decals for a uniquely-lit effect
- Shared Asset – High-impact digital signage displayed throughout the venue

Supporting Sponsor – \$5,000 (Only 1 Available)

Showcase your brand at the main bar, the center of networking and activity —includes:

- Main Bar Decals (4 total)-Guests will surely notice these decals atop the bar’s surface
- Shared Asset – High-impact digital signage displayed throughout the venue

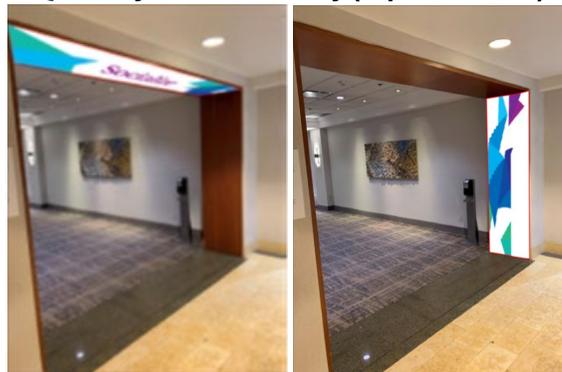
Digital Sponsor – \$2,500 (Unlimited Availability)

Get your brand on every screen—continuous exposure throughout the event —includes Shared Asset – High-impact digital signage displayed throughout the venue

Printed Signage

Marketplace Archway (full buyout): \$6,800 **SOLD**

Quantity: 1 full archway (top and sides)



Lobby Archway (full buyout): \$7,100

Quantity: 1 full archway (top and sides)



Marquis Column Front (full buyout): \$7,800 each SOLD
Quantity: 2



Marquis Column Back (full buyout): \$7,800 each
Quantity: 2 *1 spot available



Platinum Column Front (full buyout): \$7,800 each
Quantity: 2



Platinum Column Back (full buyout): \$7,800 each
Quantity: 2 *1 spot available



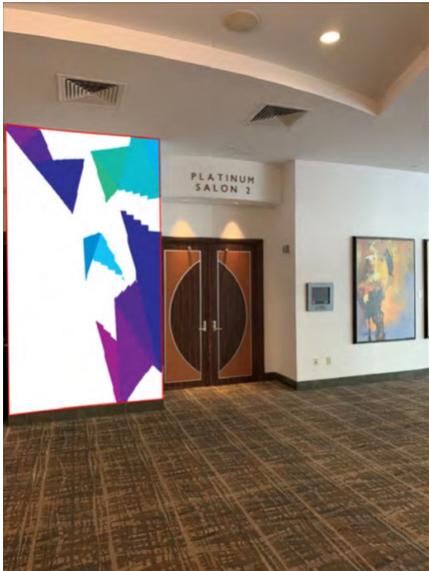
Platinum Wall #1: \$6,200 **SOLD**
Quantity: 1



Platinum Wall #3: \$6,200
Quantity: 1



Platinum Wall #2: \$6,200
Quantity: 1



Platinum Wall #4: \$16,000 **SOLD**
Quantity: 1



Branded Hotel Room Key Cards for All Attendees (Exclusive Sponsorship): \$17,400 **SOLD**

Branded Hotel Room Door Hangers for All Attendees (Exclusive Sponsorship): \$12,000

A one-time welcome to all attendee rooms. Hangers will be placed on exterior door handles.

Coffee Break Sponsorships – includes branded coffee sleeves, drink napkins, and stirrers.

- Morning Kickoff Coffee (3 opportunities): \$7,000 each
- Mid-Morning Coffee Break (3 opportunities): \$7,000 each

Sponsored Charging Stations (4 opportunities): \$5,000 each

Includes one branded tabletop sign and one branded easel sign nearby. Your logo and messaging will be visible to attendees as they recharge their devices for a high-traffic, high-visibility placement.

Charging Tables 1 and 2

Directly across from Attendee Services in the Platinum Ballroom Pre-Function Area:



Charging Table 3

Outside Grand Ballroom F. Across the hall from the Marquis Ballroom and adjacent to the Industry Expert Theater room hallway:



Charging Table 4

Outside Grand Ballroom E. Across the hall from the Marquis Ballroom and adjacent to Attendee Services:



Digital Signage Opportunities

Maximize your visibility where it matters most, through targeted digital branding across high-traffic areas at PALTC26. Whether you want broad awareness or room-specific branding, our digital signage options help your message stand out in an uncluttered, premium format.

Platinum Lobby Media Wall Spotlight: \$11,000 each

Feature your brand on one of the two main digital media walls in the Platinum Lobby, a high-traffic area attendees pass through multiple times each day. Sponsor content displayed at regular intervals throughout the meeting. *Limited to 5 total sponsors per screen.*



Large Format Readerboard Placement (7 opportunities): \$4,500 each

Extend your brand presence across transition zones with a placement on large-format digital signs located near session rooms, entrances, and gathering points.



Available Locations:

- Grand Ballroom & Gift Shop (Touch-enabled)
- Orange County, Pillar Platinum, Pillar Marquis
- Market Entrance & Hallway

Supporter Recognition

Companies can receive additional recognition for their support of PALTC26. Recognition levels are based on total support for the meeting, including exhibit space, thought leadership, and sponsorship support.

TOTAL Value of Qualifying Purchases	Platinum (\$50,000)	Gold (\$30,000)	Silver (\$20,000)
Supporter Level Benefits			
One-time use of pre- or post-attendee opt-in list	X	X	X
Podium acknowledgement during Opening Session	X	X	X
Recognition as Supporter in materials and signage	X	X	X
Extra registrations	4 extra	2 extra	1 extra
Commercial support ribbons for representatives	X	X	X
Supporter signage at booth	X	X	X
Additional exhibitor priority points	5 total	4 total	2 total
Exclusive Futures Program tour visit	X	X	
Logo on conference website	X	X	Name only
Inclusion on PALTmed promotional emails	X (Logo)	X (Logo)	Name only
Invitation to Foundation VIP event	2 invites	1 invite	
Virtual exhibit hall upgrades (logo, banner, description, downloads, video)	X	X	
“Find the Hidden Treasure” booth traffic driver	X		

Terms and Conditions

PAYMENT FOR EXHIBIT SPACE

Full payment is due at the time of booth space reservation, or no later than thirty (30) days from date of invoice if payment is via check or purchase order. In the event any remaining balance has not been received by the Association within thirty (30) days of reserving booth space, the Association reserves the right to cancel its agreement with the exhibiting company without liability. In such an event, the Association shall retain the amount paid by such exhibitor as a forfeited deposit. The Association reserves the right to refuse admittance of the exhibits or materials to the exhibit hall until all fees owed are paid in full and received prior to the conference.

ASSIGNMENT OF EXHIBIT SPACE

All booth spaces are subject to approval by the Association and will be assigned based on the exhibit priority points system. Applications received by the priority points deadline will be placed in point order, and then by date received. After the priority points deadline exhibitors will be placed on a first-come, first-served basis by the date the signed agreement and full payment is received. Exhibit booth rental agreements are not final until full payment is received.

The Association reserves the right to alter the official floor plan, and/or re-assign any exhibitor's location as deemed necessary. Space assignment(s) will be final once all booth space is paid for in full. The Association further reserves the right to make changes, amendments and additions to these terms and conditions and such further regulations as it considers necessary for the good of the exhibit hall.

ELIGIBILITY TO EXHIBIT

The Association reserves the right to determine the eligibility of any company or product to exhibit in the exhibit hall and further reserves the right to reject any application and/or limit space assigned to any one company. Exhibiting is to further the education of attendees through product displays and demonstrations. The acceptance of a product or service for exhibition at the meeting does not constitute an endorsement by the Association. All medical devices and/or pharmaceuticals exhibited must have fulfilled all applicable FDA regulations and must have received approval from the FDA for the use exhibited at the Association meeting.

Skin care items, lotions, TENS units, jewelry, cell phone chargers, and similar products do not align with the professional environment of our exhibit hall and must be displayed in the designated area for specialized exhibitors. If your company is vetted and found to retail these types of products, you will be relocated to the designated area. Failure to comply may result in removal from the exhibit floor, with your deposit and/or fees forfeited.

CASH AND CARRY POLICY

The purpose of the Association's exhibit program is to further the education of the attendees by providing an area for exhibitors to present information on products or services pertinent to their professional interest. Except for book publishers and EMR vendors, the sale of equipment or products of any kind is prohibited in the exhibit hall. There is a strict no cash and carry (selling of

products directly to the attendees on the show floor) per the rules and regulations of a signed space contract.

LIMITATIONS OF EXHIBITS

The Association reserves the right to stop or remove from the exhibit hall any Exhibitor or company representatives performing an act or practice which in the opinion of the Association is objectionable or detracts from the dignity of the exhibit hall or is unethical to the business purpose of the exhibit hall.

CANCELLATION/REDUCTION IN EXHIBIT SPACE

Written notification must be received to cancel or reduce space. If cancellation/reduction occurs on or before January 28, 2026, the exhibitor will receive a full refund less an administrative fee of 25% of the full contracted booth fee. If the cancellation notice is received after January 28, 2026, no refunds will be made, and the company shall be liable for the full fee of the contracted booth.

INSTALLATION, SHOW AND DISMANTLEMENT

Exhibitors agree to comply with assigned installation, show and dismantle days and hours as outlined in the Exhibitor Prospectus. Exhibits may not be removed from the facility until the final closing of the show.

EXHIBIT HALL POLICIES

Booths shall not obstruct other exhibitors or aisles and cannot exceed a height of 8' (eight feet) and side walls should not exceed 3' (three feet) in height. Booth carpeting (if the facility is not carpeted), decorations, furniture, signs, and electrical connections are available for rent or purchase to the Exhibitor through the Association's official contractors, who will bill the Exhibitor directly. Noisy or offensive exhibits are prohibited. Distribution of literature or samples must be related to the exhibit and distribution limited to within the Exhibitor's space. Canvassing the exhibit hall is strictly prohibited. A representative of the exhibiting company must always be present at the booth during the posted exhibit hours.

BOOTH PERSONNEL REGISTRATION

Each booth comes with a set quantity of exhibitor badges per booth space. Booth personnel must always display the conference badge when within the conference exhibit hall and education program/conference space. Exhibitor badges are non-transferable.

All company representatives must adhere to the PALTmed Corporate Firewall Policy in compliance with the ACCME Standards for Integrity and Independence in Accredited Continuing Education. Exhibitors are welcome to attend the conference education sessions as silent auditors but are not allowed to participate or receive CME/CEUs.

Exhibitors desiring to receive CME/CEU credit for attending the Association's educational sessions must register as a full-conference attendee in addition to being registered as an exhibitor.

PROVISION OF COMMERCIAL SUPPORT

The Association prohibits participation in this sponsorship/exhibit opportunity as a condition of commercial support for CME activities.

CODE OF CONDUCT

The Association requires all attendees, including exhibitors and sponsors, to follow any federal, state, or local health and safety standards, as well as any health and safety standards that may be implemented by the Association, the City of Anaheim, CA, the Anaheim Marriott, and all other meeting venues from the time of contracting exhibit space and sponsorships/advertisements up to and through the end of the meeting. Failure to comply may result in the removal of exhibitor staff and/or company exhibition from the meeting and loss of exhibitor or sponsor fees.

ASSIGNMENT OF INDUSTRY EXPERT THEATER AND SPONSORSHIP

Industry Expert Theater and Sponsorship opportunities are subject to approval by the Association and will be assigned on a first-come, first-served basis by the date the signed agreement and deposit are received. Full payment is due at the time of booking, or no later than thirty (30) days from date of invoice if payment is via check or purchase order. In the event any remaining balance has not been received by the Association within thirty (30) days of reserving, the Association reserves the right to cancel without liability.

PAYMENT FOR INDUSTRY EXPERT THEATER AND/OR SPONSORSHIP

In the event of any remaining balance of the full remittance in payment for the Industry Expert Theater and/or Sponsorship engaged by the contracted organization has not been received within thirty (30) days the Association reserves the right to cancel this contract without liability. In such an event, the Association shall retain the amount paid as a forfeited deposit.

CANCELLATION OF INDUSTRY EXPERT THEATER AND/OR SPONSORSHIP

Written notification must be received for cancellation of the Industry Expert Theater and/or Sponsorship. If cancellation occurs on or before January 28, 2026, the company will receive a refund less 25% of the full sponsorship price. After January 28, 2026, no refunds will be made in the event of cancellation, and the company shall be liable for the full price of the Industry Expert Theater and/or Sponsorship.

COMPETING ACTIVITIES

Sponsorship/exhibit activities cannot compete with, interfere, or take precedence over the educational program. The Association follows the Accreditation Council for Continuing Medical Education Standards for Integrity and Independence in Accredited Continuing Education as well as the PhRMA code on interactions with Healthcare Professionals. Advertisement and promotional materials cannot be displayed or distributed in the educational space within 30 minutes before, during, or within 30 minutes after an accredited education activity. Sponsorship/exhibit activities that are educational in nature must be labeled as "Not for Credit." The Association cannot allow representatives of ineligible companies to engage in sales or promotional activities while in the space or place of the accredited education. Violators of the Association's anti-solicitation policy will forfeit all registration fees and the right to continued participation in the program.

IMPOSSIBILITY

The performance of this agreement is subject to termination without liability upon the occurrence of any unforeseen circumstance beyond the control of either party, such as acts of God, war, acts of terrorism, government regulations, disaster, strikes, civil disorder, curtailment of transportation

facilities, or destruction of the Hotel, to the extent that such circumstance makes it illegal or impossible to perform the agreed-upon exhibit or sponsorship opportunity. The ability to terminate this agreement without liability pursuant to this paragraph is conditioned on the delivery of written notice to the other party indicating the basis for the termination as soon as reasonably practical, but no later than 10 days after learning of such basis.

The Association is not a party to any agreements made between the exhibitor and vendor(s). Cancellation policies should be thoroughly reviewed when contracting goods and services.

GOVERNING LAW

This Agreement, including its formation, performance and enforcement, shall be governed by and construed in accordance with the laws of Maryland, without regard to conflict of law principles.

DISPUTE RESOLUTION

In the event of any dispute, claim, question, or disagreement arising from or relating to this agreement or the breach thereof, the parties hereto shall use their best efforts to settle the dispute, claim, question, or disagreement. To this effect, they shall consult and negotiate with each other in good faith and, recognizing their mutual interests, attempt to reach a just and equitable solution satisfactorily to both parties. If they do not reach such solution within a period of 90 days, then, upon notice by either party to the other, all disputes, claims, questions, or differences shall be finally settled by arbitration administered by the American Arbitration Association in accordance with the provisions of its Commercial Arbitration Rules. The arbitration will be conducted in Columbia, Maryland. The parties shall select a single arbitrator to conduct the arbitration. If the parties do not agree on the identity of the arbitrator within 15 days of a party making a demand for arbitration, either party may cause the American Arbitration Association to select the arbitrator. The parties shall pay for their own costs and expenses associated with the arbitration and shall split evenly and pay when due the costs of the arbitrator.

INSURANCE

Each exhibiting company shall carry Certificates of Insurance prior to the use of the exhibition premises, adding the Anaheim Marriott and the Association as additional insureds on such policies with a waiver of subrogation in favor of the certificate holder. Each insurance policy shall contain a provision stating coverage will not be canceled without 30 days' prior written notice to the other party. The Association will require each exhibiting company to agree, in writing, to indemnify, defend and hold harmless the Association and its' respective employees and agents, as well as the Anaheim Marriott and its' respective employees and agents, against any claims or expenses arising out of the use of the exhibition premises and (ii) that it understands that neither the Association nor the Anaheim Marriott maintains insurance covering the exhibitor's property and it is the sole responsibility of the exhibiting company to obtain such insurance. Certificates shall be furnished upon request.

POLICY ON ANCILLARY EVENTS

All Ancillary Events must be approved in advance by the Association's staff, once approved you will receive confirmation and an invoice for \$250 per hour per event. Ancillary Events may not conflict with any official Association events, educational programming, or exhibition hours.

Educational/Speaker programs may not be offered at Association meetings outside of official Association programming. Organizations must utilize the opportunities provided by the Association within the program for such events. Any company holding an Ancillary Event in conjunction with an Association Annual Meeting that fails to abide by the policy will be subject to a penalty (reviewed on a case-by-case basis) or may be prohibited from participating as an Exhibitor or Sponsor at a future Association Annual Conference. This includes, but is not limited to: Corporate Meetings, Customer Events, Focus Groups/Advisory Boards, Hospitality Functions, Staff Meetings, any formalized forum presenting information to Association members and meeting attendees, or networking dinner meetings with more than 15 Association attendees. Please check the website for the final conference schedule and the ancillary event form.

ANTI-HARRASSMENT POLICY

It is the policy of PALTmed that any type of harassment of or by PALTmed staff, members or attendees, by members of the association or other attendees, at all locations where PALTmed members and staff are conducting PALTmed business, is prohibited conduct and is not tolerated. This includes locations of association meetings, including but not limited to conferences, meetings, dinners, receptions and social gatherings held in conjunction with PALTmed meetings. This zero-tolerance policy also applies to meetings of all PALTmed affiliates, committees, task forces, as well as other PALTmed-sponsored events.

Definition

Harassment consists of unwelcome conduct, whether verbal, physical or visual, that denigrates or shows hostility or aversion toward an individual because of his/her race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, marital status, citizenship or other protected group status. This includes conduct that: (1) has the purpose or effect of creating an intimidating, hostile or offensive environment; (2) has the purpose or effect of unreasonably interfering with an individual's participation in meetings or proceedings of any PALTmed entity; or (3) otherwise adversely affects an individual's participation in such meetings or proceedings or, in the case of PALTmed staff, such individual's work, employment opportunities, or tangible job benefits. Harassing conduct includes, but is not limited to: epithets, slurs or negative stereotyping; threatening, intimidating or hostile acts; denigrating jokes; and written, electronic, or graphic material that denigrates or shows hostility or aversion toward an individual or group and that is placed on walls or elsewhere in PALTmed's offices or at the site of any PALTmed meeting or circulated in connection with any PALTmed meeting.

Sexual Harassment

Sexual harassment also constitutes discrimination and is unlawful and is absolutely prohibited. For the purposes of this policy, sexual harassment includes (1) making unwelcome sexual advances or requests for sexual favors or other verbal, physical, or visual conduct of a sexual nature; and/or (2) creating an intimidating, hostile or offensive environment or otherwise unreasonably interfering with an individual's participation in meetings or proceedings of any PALTmed Entity or, in the case of PALTmed staff, such individual's work performance, by instances of such conduct.

Sexual harassment may include such conduct as explicit sexual propositions, sexual innuendo, suggestive comments or gestures, descriptive comments about an individual's physical

appearance, electronic stalking or lewd messages, displays of foul or obscene printed or visual material, and any unwelcome physical contact.

Retaliation against anyone who has reported harassment, submits a complaint, reports an incident witnessed, or participates in any way in the investigation of a harassment claim will not be tolerated. Each complaint of harassment or retaliation will be promptly and thoroughly investigated. To the fullest extent possible, the PALTmed will keep complaints and the terms of their resolution confidential.

Any person who believes they have experienced or witnessed conduct in violation of this Anti-Harassment Policy should promptly notify PALTmed's Executive Director, Michelle Zinnert at mzinnert@paltmed.org or 202-280-5027.