

# conductcode

We are committed to creating a safe place where everyone feels welcome, respected, and valued. We know that people have different boundaries, different levels of comfort, different senses of humor, etc. We also realize that there are many survivors of sexual harassment, misconduct, and abuse in every group. In an effort to ensure a safe environment for all participants, please pay special attention to your words and actions and follow these rules at all event venues and event-related social activities.

## Unacceptable behaviors may or may not include:

- Foul or obscene language or gestures, including slurs, or jokes;
- Derogatory written or electronic statements, pictures, or drawings; inappropriate use of nudity and/or sexual images in public spaces (including presentation slides);
- Sustained disruption of sessions, talks, or other events;
- Leering or staring;
- Violating personal space by impeding or blocking another person's movement or otherwise physically interfering with them;
- Deliberate intimidation, stalking, or following;
- Harassing photography or recording;
- Unwanted or inappropriate touching;
- Unwanted sexual attention;
- Physical and/or sexual assault;
- Advocating for, or encouraging, any of the above behavior.
- Prejudicial actions or comments related to gender, gender identity and expression, sexual orientation, differing physical or mental abilities, physical appearance, socioeconomic status, body size, race, ethnicity, nationality, age, or religion.
- Exhibitors in the expo hall, sponsor or vendor booths, or similar activities are also subject to this policy. In particular, exhibitors should not use sexualized images, activities, or other material. Booth staff including volunteers should not use sexualized clothing/uniforms/costumes, or otherwise create a sexualized environment.

## If you witness or experience unacceptable behavior:

- If you witness potential harm to a conference participant, be proactive in helping to mitigate or avoid that harm. Remind peers of these guidelines, and take responsibility for interrupting potentially problematic situations, e.g. asking people if they are ok or need help. This is usually easier (and safer) if you don't act alone, e.g. "Let's say something to them so they stop."
- If you are subjected to unacceptable behavior, notice that someone else is being subjected to unacceptable behavior, or have any other concerns, please notify a conference staff person as soon as possible. You may request that your report remain completely confidential.

## Remember:

- 'No' means no.
- 'Stop' means stop.
- 'Go away' means go away.
- **Silence does not mean consent.**
- If a participant engages in unacceptable behavior, event organizers retain the right to take any actions including warning the offender or expulsion from the conference with no refund.

## CONSEQUENCES OF CODE OF CONDUCT VIOLATION:

**In the case of non-compliance, an offender will be removed with no refund.**