

Code of Conduct



Expected Behavior

All attendees, exhibitors, speakers, staff, vendors and participants of any capacity will:

- Conduct themselves in a businesslike, professional manner.
- Be considerate, respectful and collaborative.
- Refrain from demeaning, discriminatory or harassing behavior, materials and speech.
- Alert conference organizers if you are being harassed or notice that someone else is being harassed.

Unaccepted Behavior

Examples of conduct prohibited by this Code of Conduct include, without limitation:

- Discriminatory jokes, slurs, insults or comments.
- Personal insults, particularly those related to gender, sexual orientation, race, religion, or disability.
- Unwelcome sexual advances, whether verbal or physical, display of sexualized images, talking, whether in person or online.
- Any boisterous, lewd, or offensive behavior or language, including but not limited to using sexually explicit or offensive language, materials or conduct, or any language, behavior, or content that contains profanity, obscene gestures, or racial, religious, or ethnic slurs.
- Violence, threats of violence, or violent language directed against another person.
- Inappropriate photography or recording.
- Failure to obey any rules or regulations of the event venue.

Consequences of Unacceptable Behavior

Unacceptable behavior will not be tolerated whether by other attendees, media, speakers, volunteers, organizers, venue staff, sponsors, or exhibitors. Anyone asked to stop unacceptable behavior is expected to comply immediately. If a participant engages in unacceptable behavior, the conference organizers may take any action they deem appropriate, up to and including expulsion from the conference without warning or refund. Additional consequences for unacceptable behavior may include banishment from future events.

What to do if you witness or are subject to

Anyone who witnesses or is subjected to unacceptable behavior **should notify a conference organizer at once**. Advancing States shall be the sole and final judge of what does or does not fall into acceptable or unacceptable behavior and/or content.