



SWAAAE CODE OF CONDUCT

SWAAAE is committed to providing a safe and welcoming environment for its members and all meeting participants and staff. All participants including but not limited to attendees, speakers, volunteers, exhibitors, staff and service providers are expected to abide by this SWAAAE Code of Conduct, and this code applies to all SWAAAE meetings and events including virtual meetings and those sponsored by organizations other than SWAAAE but held in conjunction with SWAAAE events, either in public or private facilities.

EXPECTED BEHAVIOR

1. Treat others with respect, inclusivity, and consideration, recognizing that this event is a place for diversity of thought, organization, and individuals.
2. Communicate openly with respect for others, avoiding personal attacks.
3. At conferences, wear your badge at all times.
4. Be mindful of your surroundings and others. Alert event staff if you notice any discriminatory, harassing, aggressive, or exclusionary behavior or speech as soon as possible.
5. Respect the rules and policies of the meeting venue, hotel, SWAAAE contracted facilities, or any other associated venue or site.

UNACCEPTABLE BEHAVIOR

1. Harassment, intimidation or discrimination in any form is not tolerated.
2. Physical or verbal abuse of any attendee, speaker, volunteer, exhibitor, staff, service provider, or other meeting guest will not be tolerated.
3. Examples of unacceptable behavior include but are not limited to: verbal comments related to race, color, religion, sex (including pregnancy, sexual orientation, or gender identity, national origin, age, disability, genetic information (including family medical history) military status, or marital status;
4. Inappropriate use of nudity and/or sexual images in public spaces or in presentations; and threatening or stalking any type of meeting guest or participant. Disruption of sessions, in the exhibit hall or at other events organized by SWAAAE at the meeting venue, hotel, SWAAAE contracted facility, or other associated venue or site, is not allowed.

CONSEQUENCE OF UNACCEPTABLE BEHAVIOR

Anyone requested to stop unacceptable behavior by SWAAAE Executive Team or Board of Directors is expected to comply immediately. SWAAAE will not tolerate such behavior and reserves the right to take any action it deems necessary and appropriate in its sole discretion, including expulsion from a SWAAAE event without warning or refund, exclusion from future events, and other consequences set forth in the SWAAAE Code of Ethics or at the discretion of the SWAAAE Executive Committee or Board of Directors.

Unacceptable behavior shall be reported to the SWAAAE President who will make the appropriate determination. The SWAAAE President has the ability to assign, consult with, or appoint other Executive Committee members to take the appropriate action.

REPORTING UNACCEPTABLE BEHAVIOR

If you are the subject of unacceptable behavior or have witnessed any such behavior, please contact any member of the SWAAAE Executive Committee or Board of Directors.

Please note that SWAAAE reserves the right to modify or revise this policy at any time with or without notice.

In the event of an emergency, please contact the local authorities immediately.