



AALSO SYMPOSIUM & WORKSHOPS CODE OF CONDUCT AND POLICIES

AALSO values the diversity of views, opinions, expertise, backgrounds, and experience of its members and is committed to providing a safe and welcoming environment for all attendees during the AALSO Symposium & Workshops and all other AALSO sponsored or related events. This Code of Conduct is important in promoting diversity and creating an inclusive, supportive, and collaborative environment for all members. All attendees, vendors, service providers, and other meeting guests are expected to abide by this code of conduct and the AALSO Symposium & Workshops policies.

EXPECTED BEHAVIOR

- Participants, attendees, and vendors are treated with respect and consideration valuing a diversity of views and opinions.
- Treat all participants with kindness, respect and consideration, valuing a diversity of views and opinions.
- Communicate openly with respect for others. Critique ideas rather than individuals.
- Avoid personal attacks directed towards other attendees, participants, and vendors.
- Wear your event badge at all times during AALSO Symposium & Workshops sessions, functions and in the vendor hall.
- Be mindful of your surroundings and of your fellow participants. Use the buddy system when walking to and from all events. Do not leave personal property unattended.
- Drink alcoholic beverages responsibly.
- Alert an AALSO board member if you notice a dangerous situation or someone in distress.
- Respect the rules and policies of the meeting venue, hotels, AALSO contracted facility, or any other venue.



UNACCEPTABLE BEHAVIOR

Examples of unacceptable behavior include, but are not limited to:

- Verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, use of sexual images in public spaces or in presentations, or threatening or stalking any attendee, vendor, service provider, or other meeting guest.
- Harassment, bullying, intimidation, or discrimination in any form
- Physical or verbal abuse
- Disruption of lectures, sessions, or other events organized by AALSO at the meeting venue, hotels, or other AALSO-contracted facilities.

CONSEQUENCES FOR UNACCEPTABLE BEHAVIOR

AALSO has a zero tolerance policy for any discrimination or harassment of any kind. Anyone requested to stop unacceptable behavior is expected to comply immediately. The AALSO board or security may take any action deemed necessary and appropriate, including immediate removal from the meeting without warning or refund.

AALSO reserves the right to prohibit attendance at any future meetings and to revoke AALSO membership. AALSO will report incidents to the management of the involved operator(s) facility.

If you are subject to or witness unacceptable behavior, please notify a member of the AALSO Executive Board immediately. All reports will be treated seriously and timely, and the subject or witness will be treated with respect, discretion, and confidentiality. If the complaint is of a criminal nature, the local authorities will be notified.

You may also email your concern to officers@aalso.org

If you experience or witness behavior that constitutes an immediate or serious threat to public safety is advised to contact 911 and locate a house phone and ask for security.



SEXUAL HARASSMENT POLICY

Sexual harassment includes unwelcome sexual advances, physical violence or assault, unwelcome touching, sexually suggestive gestures, cat calling, request for sexual favors, and other verbal or physical conduct of a sexual nature, including jokes, comments based on appearance, sexist remarks, and innuendo. Any person who believes misconduct has occurred should report to a member of the AALSO Executive Board. AALSO prohibits retaliation against any AALSO member for making a complaint or for assisting in an investigation.