



SHPE EVENT CODE OF CONDUCT

To ensure the best possible experience and to provide a safe, inclusive, and welcoming experience for all, SHPE has established a Code of Conduct to establish minimum expectations of behavior at all SHPE Events (“Event Code of Conduct”). SHPE prohibits and does not tolerate any form of discrimination, harassment, bullying, xenophobia, or racism. All participants, including but not limited to, attendees, speakers, exhibitors, sponsors, SHPE staff members, service providers, contractors, volunteers, and other guests (collectively referred to as “Participants”) who attend or participate in any manner in SHPE Events are expected to abide by this Event Code of Conduct.

Prohibited Behavior

Unacceptable behavior that violates the Event Code of Conduct includes but is not limited to the following:

- Harassment, which is defined to include unwelcome or offensive verbal comments, visual displays, or physical contact directed at any Participant, including conduct, comments, or images that a person would reasonably find offensive, demeaning, or hostile.
- Sexual harassment, which is defined to include unwelcome, unsolicited, and unreciprocated sexual advances, requests for sexual favors, and other physical conduct, comments, or gestures of a sexual nature that has or might reasonably be expected or be perceived to offend, humiliate, or intimate another person.
- Discriminatory conduct related to gender expression or identity, sex, sexual orientation, race, religion, disability, physical appearance, national origin, marital status, veteran status, political affinity, or any other characteristic protected by law.
- Inappropriate use of nudity and/or sexual images.
- Deliberate intimidation, threatening, stalking, or following any Participant.
- Real or implied threat of professional, personal, or financial damage or harm.
- Actual or threatened pushing, shoving, or use of any physical force whatsoever against any person.
- Possession of a weapon, or use of any item in a way that may cause danger to others.
- Destruction, theft, defacement, or intentional damage to real or personal property of another.
- Inappropriate disruption of any part of the Event.
- Invasion of privacy.
- Photographing or video or audio recording of slides, oral, or poster presentations at the Event without the presenters’ permission of SHPE and/or the presenter, as applicable.

- Retaliation against Participants for reporting activity that they reasonably believed to be in violation of the Event Code of Conduct.
- Knowingly and falsely reporting violations of the Event Code of Conduct in bad faith.
- Violating the rules and regulations of the online platform utilized e.g., Zoom, or failing to comply with directions of Event organizers, venue personnel, or SHPE staff regarding Event operations.

The Event Code of Conduct is not intended to be all inclusive. It is likely there will be conduct issues that it does not specifically address. In that event, as in all others, Participants are expected to follow the direction of SHPE Event staff who will take appropriate action to ensure the safety, security, and well-being of Participants.

Reporting Unacceptable Behavior

If You believe you see, overhear, or experience a violation of the Event Code of Conduct during an SHPE conference and would like to report a violation, please email us at events@shpe.org. If You or someone else is in immediate danger, or if you see something suspicious or would like to report a security issue or emergency, contact venue security or local law enforcement.

Determining a Violation

Violations of the Event Code of Conduct are taken seriously and should be promptly reported to SHPE by email at events@shpe.org or to any SHPE Event staff present at in-person SHPE Events. Share as much information as You can to help us make a thorough investigation of the incident. SHPE will investigate all incidents reported at an Event with discretion. SHPE will make reasonable efforts to maintain the confidentiality of relevant information but may disclose incident-related materials or information in response to legal process, when already publicly known, to conduct an investigation, or when SHPE leadership otherwise determines disclosure is in the best interests of SHPE.

Consequences of Participant Engagement in Prohibited Behavior

SHPE, in its sole discretion, will determine the nature of Participant conduct that warrants corrective action as well as the corrective action to be taken. Event Participants asked to stop engaging in prohibited behavior are expected to comply immediately. Corrective action may take any of the following forms: verbal warning; loss of Event privileges; removal from the Event; removal from the Event with no refund; bar from future SHPE Events; and/or notifying appropriate authorities. Additionally, SHPE may act with regard to an Event Participant's membership in SHPE, if applicable, including suspension or expulsion, subject to established SHPE procedures. The decision(s) of SHPE are final.