

# WALA Virtual Conference Code of Conduct

WALA is committed to providing a safe, productive, and welcoming environment for all meeting participants and WALA staff. All participants, including, but not limited to, attendees, speakers, exhibitors, sponsors, and WALA staff members are expected to abide by this Virtual Conference Code of Conduct. This Policy applies to all WALA meeting-related events, including those sponsored by organizations other than WALA but held in conjunction with WALA events, on public or private platforms.

WALA has zero-tolerance for any form of discrimination or harassment, including but not limited to sexual harassment by participants or our staff at our meetings. If you experience harassment or hear of any incidents of unacceptable behavior, WALA asks that you inform WALA staff at [info@ewala.org](mailto:info@ewala.org) or 608.288.0246 so that we can take appropriate action.

Unacceptable Behavior is defined as:

- Harassment, intimidation, or discrimination in any form
- Verbal abuse of any attendee, speaker, sponsor, exhibitor, WALA staff member, or other meeting guest.
  - \*Example of verbal abuse include, but are not limited to, verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, inappropriate use of nudity and/or sexual images in public spaces or in presentations, or threatening or stalking any attendee, speaker, sponsor, exhibitor, or WALA staff
- Disruption of presentations during sessions, in the exhibit hall, or during social gatherings by WALA throughout the virtual conference. All participants must comply with the instructions of the moderator and any WALA staff
- Presentations, postings, and messages should not contain special promotional offers, job offers, product announcements, or solicitation for services outside of the exhibit hall. WALA reserves the right to remove such messages and potentially ban sources of those solicitations.
- Participants should not copy or take screen shots of Q&A or any chat room activity that takes place in the virtual space

WALA reserves the right to take any action deemed necessary and appropriate, including immediate removal from the meeting without warning or refund, in response to any incident of unacceptable behavior, and WALA reserves the right to prohibit attendance of any future meeting, virtually or in person.