



## **ICPHSO Symposium/Workshop Code of Conduct March 2020**

### **Code of Conduct Policy:**

This Code of Conduct (“Code of Conduct”) applies to all ICPHSO events, including but not limited to Symposiums, Training Workshops and any other ICPHSO hosted and/or sponsored event (referred hereafter as a “Conference”).

All attendees, speakers, sponsors, exhibitors, board members, members, and volunteers (“Participants”) at ICPHSO conferences are required to comply with this Code of Conduct. Conference organizers will enforce this Code of Conduct throughout the Conference, including times outside of scheduled Conference events. We expect cooperation from all Participants to help ensure a safe and professional environment for everyone.

ICPHSO Conferences are dedicated to providing a harassment-free Conference experience for all Participants, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack thereof), marital status, veteran status, age, technology choices or job affiliation. Harassment intentional or unintentional, of Participants at a Conference in any form will not be tolerated. This prohibition extends throughout any conference venue, including talks, workshops, parties, Twitter, and other online social media. Conference Participants violating this Code of Conduct may be sanctioned or expelled from the Conference without a refund at the discretion of the ICPHSO Executive Director or Executive Committee.

Examples of harassment and harassing behavior prohibited under this Code of Conduct include but are not limited to: use of sexual language and imagery, offensive verbal comments, obscene gestures, threatening behavior, deliberate

intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

Sponsors, exhibitors and volunteers are also subject to the anti-harassment policy. In particular, sponsors, exhibitors and volunteers should not use sexualized images, activities, or other material. Exhibit booth staff and volunteers should not use sexualized clothing/uniforms/costumes, or otherwise create a sexualized environment.

If a Participant engages in harassing behavior towards another Participant, the ICPHSO Executive Director or Executive Committee may take any action they deem appropriate, including warning the offender or expulsion from the current Conference and future Conferences with no refund.

### **Contact Information to Report:**

If you are being harassed, notice that someone else is being harassed, or have any other concerns, **please contact ICPHSO's Executive Director or a member of the ICPHSO staff immediately. ICPHSO staff can be identified as they'll be wearing a conference badge identifying them as staff. Or contact ICPHSO staff by sending an email to [info@icphso.org](mailto:info@icphso.org) for an immediate response.**

ICPHSO staff will help Participants contact hotel/venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment for the duration of the Conference. We value your attendance. We expect Participants to follow these rules at all ICPHSO conference and workshop venues and all ICPHSO conference-related social events.