

PURPOSE: ADED is committed to providing a safe, productive, and welcoming environment for all education and event participants.

POLICY: ADED has a zero tolerance for any form of unacceptable behavior including discrimination, harassment, or intimidation, by participants or staff at education or other ADED-hosted events.

APPLICATION: This policy applies to all ADED education event participants defined as: attendees, registrants, speakers, sponsors, staff, vendors, moderators, and contractors.

DEFINITIONS: ADED defines unacceptable behavior as:

1. Harassment, intimidation, or discrimination in any form.
2. Verbal Abuse of any attendee, speaker, volunteer, industry partner, exhibitor, ADED staff or contractor, service provider, moderator, or other meeting guest. (Examples: 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, threatening, or stalking)

PROCEDURES:

1. Participants are asked to adhere to the following rules:
 - a. Participants experiencing or who have firsthand knowledge of unacceptable behavior are asked to inform ADED's Chief Executive Officer (CEO) in writing. Upon receipt of a complaint, the CEO will take appropriate steps or refer to the appropriate board or committee, as determined by the details of the report and as per applicable policy.
 - b. Recording or transmission of education sessions, presentations, demonstrations, videos, and content offered by or on behalf of ADED in any format is prohibited.
 - c. Disruption of presentations during webinars, in person sessions, those held in public spaces at a convention or in the exhibit hall, or at any other event organized by ADED is prohibited.
 - d. All participants must comply with the instructions of the event host, moderator, and any ADED staff or contractor.
 - e. Presentations, postings, and messages should not contain promotional materials, special offers, job offers, product announcements, or solicitation for services, unless expressly approved by ADED. ADED reserves the right to have such messages removed and potentially ban sources of those solicitations.
 - f. Any direct selling of products/services offered by speakers, industry partners, or consultants in any educational events or public areas (live or virtual) is prohibited, unless expressly authorized by ADED. Of note, many of the engagement conversations held during an education event are based around knowledge and expertise and are not categorized as a direct sales pitch. Direct sales must be conducted during mutually agreed upon venues, such as within the confines of an exhibit hall booth or paid sponsorship opportunity.
 - g. Participants shall not copy, photograph, or take screen shots of content, question/answer logs, polls, or chat log transcripts.

2. In the event of unacceptable or otherwise banned behavior, ADED reserves the right to authorize ADED staff, contractors, or session moderators to take action deemed necessary and appropriate to reestablish control of the event. Actions taken may include immediate removal from the meeting or event without notice or refund.
3. In response to any incident of unacceptable behavior, ADED reserves the right to prohibit the offender from attendance at any future meeting, virtually or in person.
4. All instances of complaints and/or corrective action against offender(s) will be documented and filed with the ADED executive office.

DISCLAIMER:

The views expressed and opinions and materials presented during these presentations represent the personal views and opinions of the individual speaker and do not necessarily represent the views and opinions of the Association of Driver Rehabilitation Specialists (ADED). ADED assumes no responsibility for the content of the presentations made by the individual speakers pertaining to suggestions and protocols for driver rehabilitation. Any suggested protocols for treatment may be based upon the speakers' own clinical experience and should not be construed as ADED's recommended protocols. Selected presentations may include exploratory research or experimental procedures and are intended for informational purposes that may lead to new interest and scientific breakthroughs in the field of driver rehabilitation. ADED appreciates its members who share their knowledge. This educational platform allows our profession to expand and thrive and is intended to provide discussion and understanding for professionals in the field.

DISCLOSURE OF SPEAKER AND FACULTY COMMERCIAL RELATIONSHIPS

According to ***Policy 102/Conflict of Interest and Disclosure***, faculty and speakers for any educational session, meeting, or conference seminar are expected to disclose any economic support, personal interests, or potential bias that may be perceived as creating a conflict related to the material being presented. Disclosure statements are on file and available from the ADED office and announced by moderators or individual speakers at the beginning of each presentation. This policy is intended to alert the audience to any potential bias or conflict so that participants may form their own judgments about the material being presented.