



NAIBA
New Atlantic Independent
Booksellers Association

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NAIBA Code of Conduct

The New Atlantic Independent Booksellers Association values the dignity, diversity, and inclusion of everyone with whom we interact. Our safety and anti-harassment policies are critical to ensuring that this core value guides what we do and say. All participants at NAIBA events are required to adhere to NAIBA's code of conduct, as described below. This includes booksellers, NAIBA staff, exhibitors, speakers/presenters, guests, sponsors, volunteers, and all affiliated attendees.

NAIBA is committed to a harassment-free experience for everyone, regardless of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. We do not tolerate harassment, discrimination, or other unwelcome or unlawful behavior on the basis of any of these characteristics. We are committed to providing an inclusive and welcoming environment for our entire membership, staff, clients, volunteers, subcontractors, vendors, and clients.

Behaviors that violate this policy include, but are not limited to:

- Offensive verbal comments related to any protected category above
- Inappropriate physical contact
- Sexual propositions
- Unwelcome sexual attention
- Off-color or obscene jokes, remarks, or gestures
- Any other words or conduct of a sexual nature that makes the recipient or observer uncomfortable
- Intimidation, stalking, or following
- Sustained disruption of talks or other events
- Unwelcome photography or recording

NAIBA expects all event participants to follow established rules throughout official event offerings and related social gatherings.

NAIBA takes any violation of this policy seriously. Accordingly, participants who violate this policy may, in the judgment and discretion of NAIBA, be asked to stop; may be expelled from an NAIBA event, without refund if applicable; may be prevented from attending future NAIBA events; and may have NAIBA membership and future participation privileges revoked.

If you are being harassed, observe someone else being harassed, or have concerns about potential violations of this policy, please notify NAIBA event organizers immediately. If an appropriate NAIBA representative is not readily available, a special text number for such communications will be publicized to all attendees at the beginning of all NAIBA meetings. NAIBA will take all appropriate action in response to protect anyone affected by violations of this policy.