

## **National Postdoctoral Association Code of Conduct: Professionalism and Respect at NPA Events**

The National Postdoctoral Association (NPA) is dedicated to providing a professional and welcoming environment that fosters diversity, equity, inclusion, and the free expression of ideas. We strive to hold events that are respectful, and free from harassment and discrimination.

Attending and participating in NPA events should be a rewarding experience for all. Any behavior that marginalizes and threatens the well-being of targeted individuals has ramifications for our entire organization, and the postdoctoral community. To create a space that promotes equality and inclusiveness, the NPA is providing guidance to our members, leaders, and event attendees, and expect all speakers, staff, attendees, and volunteers to abide by the following code of conduct:

- Be respectful and considerate at all times
- Value the diversity of views, ideas, and opinions
- Critique ideas rather than individuals; avoid personal attacks directed toward other attendees, participants, NPA staff, and suppliers/vendors
- Respect the rules, personnel, and policies of the venue (i.e. hotel, restaurant, etc.)
- Be mindful of your surroundings and of your fellow participants. Call 911 or alert venue security if you notice a dangerous situation or someone in distress

### **Types of behaviors that are unacceptable:**

- Harassment, intimidation, or discrimination in any form.
  - Examples include but are not limited to: stalking, unwelcome or surreptitious photography or recording, verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, or national origin
- Physical or verbal abuse of any kind within the venue, or during events organized by, or affiliated with, the NPA
- Unwelcome sexual attention, including but not limited to: sexist or sexualized comments or jokes, displaying sexually explicit material, inappropriate touching, groping, or sexual advances.
- Sustained or disrespectful disruptions during events organized by NPA.

**Consequences for conduct violation:** If the NPA determines that an individual has engaged in unacceptable behavior, the NPA shall determine the appropriate action to be taken. These actions include, but are not limited to:

- Expulsion from the event without warning, refund, or recompense
- Referral to local law enforcement
- Prohibited attendance at any future NPA event

### **Reporting unacceptable behavior:**

Anyone who feels unsafe or threatened should immediately approach venue security, inform NPA Staff, or contact 911.

If you are the subject of unacceptable behavior or have witnessed any such behavior during any NPA event, please contact event staff and an NPA Board Member. For any questions about this policy, please contact NPA Staff ([contact@nationalpostdoc.org](mailto:contact@nationalpostdoc.org)).