



P.A.D. INTERNATIONAL EVENT CODE OF CONDUCT

Phi Alpha Delta Law Fraternity International, Inc. (P.A.D.) is dedicated to providing a harassment-free event experience for everyone. This includes, but is not limited to, harassment based on gender, gender identity and expression, age, sexual orientation, disability, political beliefs, physical appearance, body size, race, ethnicity, religious affiliation. P.A.D. does not tolerate harassment in any form.

In the reasonable discretion of the Executive Director, or senior P.A.D. official present (i.e. Executive Board Member or District Justice), event participants engaging in harassing behavior may be sanctioned or expelled from the event *without a refund*. Further, the Executive Director, or senior P.A.D. official present, may initiate a complaint against a person who violates these rules in accordance with the appropriate Phi Alpha Delta processes and procedures.

If you or someone else is the subject of harassment or other inappropriate behavior, please notify an Executive Office staff member, or P.A.D. official as soon as possible. You may request that your report remain confidential. Executive Office staff or P.A.D. officials may, in addition to exercising the discretion set forth above, provide additional assistance to you in addressing the matter. You may also email Executive Director Andrew Sagan at andrew@pad.org or Deputy Director Emily Baranoski at emily@pad.org.

The most recent version of the P.A.D. complaints process and the anonymous reporting form may be found at www.pad.org/ResourcesAndPolicies.