



## **AVID CENTER EVENT CODE OF CONDUCT**

### **Code of Conduct**

AVID Center is committed to providing an environment that is truly open for all. We are committed to having a friendly, safe, and welcoming environment for all attendees, AVID and venue staff, sponsors, media, volunteers, organizers, speakers, and other guests, regardless of, but not limited to, their actual or perceived race, religious creed, color, national origin, ancestry, physical or mental disability, medical condition, genetic information, marital status (including registered domestic partnership status), sex (including pregnancy, childbirth, lactation and related medical conditions), gender (including gender identity and expression), age (40 or over), sexual orientation, Civil Air Patrol status, military and veteran status, immigration status, or any other consideration protected by federal, state, or local law.

### **Expected behavior includes, but is not limited to:**

- Be considerate, respectful, and collaborative.
- Refrain from demeaning, discriminatory or harassing behavior, materials, and speech.
- Be mindful of your surroundings and of your fellow participants.
- Alert conference organizers if you notice a dangerous situation or someone in distress.

### **Unacceptable behavior and materials include, but are not limited to:**

- Intimidating, bullying, harassing, abusive, discriminatory, derogatory, or demeaning materials or conduct displayed by any attendees of the event and related event activities. Many event venues are shared with members of the public; please be respectful to all patrons of these locations.
- Possession of any item that can be used as a weapon, which may cause danger to others if used in a certain manner.
- Possessing any open can, bottle or other receptacle containing an alcoholic beverage during convention schedule hours. Please drink responsibly.
- Possessing any illegal substance, including but not limited to narcotics, marijuana, or other illegal drugs. AVID Center does not tolerate the use or abuse of illegal substances anywhere in the Convention Venues.
- Smoking – other than in designated areas.
- Assembling for the purpose of, or resulting in, disturbing the peace, or committing any unlawful act or engaging in any offensive behavior.
- Failure to obey any rules or regulations of the Venue.
- Any boisterous, lewd or offensive behavior or language, including, but not limited to using sexually explicit or offensive language, materials or conduct, or any language, behavior or content that contains profanity, obscene gestures, or racial, religious or ethnic slurs.

**Harassment includes:**

Offensive comments (verbal, written, or otherwise) related to gender, sexual orientation, race, religion, disability; inappropriate use of nudity and/or sexual images in public spaces; deliberate intimidation, stalking or following; harassing materials, photography or recording; sustained disruption of talks or other events (whether verbal or otherwise); inappropriate physical contact, and unwelcome sexual attention.

**Consequences of unacceptable behavior:**

- Unacceptable behavior will not be tolerated whether by other attendees, media, speakers, volunteers, organizers, venue staff, or sponsors.
- Anyone asked to stop unacceptable behavior is expected to comply immediately.
- If a participant engages in unacceptable behavior, the conference organizers may take any action they deem appropriate, up to and including expulsion from the conference without warning or refund.

**What to do if you witness or are subjected to unacceptable behavior:**

If you are subjected to unacceptable behavior, notice that someone else is being subjected to unacceptable behavior, or have any other concerns, please notify a conference organizer as soon as possible. All reports will remain completely confidential. Event staff will be available to help participants contact venue security or local law enforcement, or to otherwise assist those experiencing unacceptable behavior to feel safe for the duration of the conference. You can report unacceptable behavior to any member of staff. Staff can be found in the Show Office onsite or you may email or call the contacts below.

We expect all conference participants (staff, sponsors, media, volunteers, speakers, organizers, venue staff, attendees, and other guests) to abide by this code of conduct at all conference venues and conference-related social events.

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The above policies may be revised at any time by AVID Center and are non-negotiable.