

## **SAIR Code of Conduct (Voted and Approved by Board on 2/8/23)**

SAIR seeks to create a safe, diverse, inclusive, and equitable environment for all individuals to network, learn, and share professional content. As a community, we do not tolerate discrimination, abuse, harassment, dishonest, or disruptive behavior of any kind at our sponsored events (whether in-person or virtual).

All persons who attend a SAIR-sponsored event are required to agree to the below terms during registration. Failure to agree to the terms will prevent the individual from completing the registration process.

Prohibited behaviors include, but are not limited to:

1. harassment or intimidation of any kind including discriminatory behaviors based on race, religion, language, national origin, age, marital status, gender, sexual orientation, gender identity, gender expression, disability, appearance, or other group status;
2. use of nudity and/or sexual images in presentations;
3. sexual harassment, including unwelcome sexual attention, stalking (physical or virtual), or unsolicited physical contact;
4. threatening or disrespecting other attendees, or disrespecting personal boundaries;
5. disrespectful or disruptive behavior during a presentation, panel, meeting, or session;
6. attending a SAIR-sponsored event without registering for the event;
7. unsolicited advocacy of services, products or causes, including product advertisements (other than approved sponsor presentations, purchased ads, and exhibit hall); and
8. disruptive actions in any event venue (virtually and/or face-to-face) such as the exhibit hall, reception, group meal, conference hotel, or SAIR-sponsored social events

Attendees of any SAIR-sponsored event (in-person or virtual) are also expected to:

1. have SAIR-provided identification, such as a conference badge, while attending any in-person SAIR-sponsored event; and
2. obtain the permission of the presenter(s) prior to recording or streaming any presentations, panels, meetings, or session.

Any individual may report any violation of the above to the SAIR Board of Directors. The SAIR Board of Directors will investigate all reported incidents of violation with discretion and confidentiality. The SAIR Board of Directors reserves the right at its sole discretion to expel anyone from a SAIR-sponsored event (whether in-person or virtual), without refund, and to prohibit attendance at any future SAIR-sponsored event, whose conduct does not keep with the expectations stated above.