



Code of Conduct for 2023 IIAR Conference

We are committed to creating a safe, productive, and welcoming environment that is inclusive and free from discrimination, regardless of race, religion, color, national origin, sexual orientation, gender expression or identity, transgender status, age, disability, veteran or marital status, or any other protected categories under applicable law.

All participants, including, but not limited to, attendees, speakers, volunteers, exhibitors, service providers, and all others must abide by the following policy:

Expected Behavior

- Be considerate of those around you.
- Be respectful of others and their viewpoints that may be different from your own.
- Be collaborative with others.
- Be mindful of your words and actions.

Unacceptable behaviors may include, but are not limited to:

- Offensive or unwanted behavior or language related to, but not limited to, race, religion, color, national origin, sexual orientation, gender expression or identity, transgender status, age, disability, veteran or marital status, or any other similar categories.
- Visual harassment, such as sexual images OR sexual language including in presentations, PowerPoint etc.
- Sexual harassment of any kind, such as unwelcome sexual advances or words/actions of a sexual nature.
- Wearing attire that includes harmful or offensive language or imagery that is not appropriate for a professional setting.
- Disruption of presentations during sessions or events organized by IIAR throughout the IIAR conference.
- Copying or taking screen shots of Q&A or any chat room activity that takes place in the virtual space.
- Abusive action directed at an individual, such as threats, intimidation, or bullying, both online and/or in-person.

- Sharing your IIAR Conference registration credentials with any other person(s).
- Making event content available to a competitor of IIAR.
- Possession of a weapon or something that could be construed as a weapon both online and/or in-person.
- Possession or mention of illegal substances both online and/or in-person.
- Inappropriate comments or stalking of fellow attendees.
- Nudity is prohibited.
- Any other illegal activity not already covered above.

IIAR has zero-tolerance for any form of discrimination or harassment, including but not limited to sexual harassment by participants or our staff at our meetings. If you are the subject of, or witness to any violations, you can contact us by sending an email to conference@iiar.org.

Consequences of Unacceptable Behavior

Unacceptable behavior will not be tolerated and could result in debarment from current, and/or any future IIAR events. If a participant is found or reasonably believed to be engaging in unacceptable behavior, IIAR may take any action they deem appropriate, up to and including expulsion from the event without warning or refund. If appropriate, local law enforcement may get involved.