

## CODE OF CONDUCT FOR AofA MEETINGS AND EVENTS

### PURPOSE

The AofA organizers are committed to enabling events at which everyone can participate in an inclusive, respectful, and safe environment. AofA events are guided by the highest ethical and professional standards, and all participants are expected to behave with integrity and respect towards all participants attending or involved with any AofA event.

### APPLICABILITY

- The Code of Conduct applies to all participants at an AofA event, including all persons attending or involved in any capacity in an AofA event.
- The AofA organizers commit to implementing the Code of Conduct.
- The Code of Conduct is not legal or prescriptive in nature. It supplements, and does not affect, the application of other relevant policies, regulations, rules, and laws, including laws regulating the premises in which the AofA event takes place and any applicable host country agreements.
- Participants agree to follow the AofA Code of Conduct and all applicable rules and procedures of the event, including health protocols, specifically COVID-related prevention measures.

### PROHIBITED CONDUCT

Harassment in any form because of gender, gender identity and expression, sexual orientation, physical ability, physical appearance, ethnicity, race, national origin, political affiliation, age, religion, or any other reason is prohibited at AofA events.

*Sexual harassment* is a specific type of prohibited conduct. It may involve any conduct of a verbal, nonverbal, or physical nature, including written and electronic communications, and may occur between persons of the same or different genders.

Examples of harassment include, but are not limited to:

- Making derogatory or demeaning comments about someone's sexual orientation or gender identity.
- Name-calling or using slurs with a gender/sexual connotation.
- Making sexual comments about appearance, clothing, or body parts.
- Rating a person's sexuality.
- Repeatedly asking a person for dates or asking for sex.
- Staring in a sexually suggestive manner.
- Unwelcome touching, including pinching, patting, rubbing, or purposefully brushing up against a person.
- Making inappropriate sexual gestures, such as pelvic thrusts.
- Sharing sexual or lewd anecdotes or jokes.
- Sending sexually suggestive communications in any format.
- Sharing or displaying sexually inappropriate images or videos in any format.
- Attempted or actual sexual assault, including rape.

## COMPLAINT PROCESS

A participant who feels that they have been harassed at an AofA event may report the matter to the organizers of the AofA event or relevant security authority, and a participant who witnesses such harassment should make such a report. The organizer of the AofA event will be expected to take appropriate action in accordance with its applicable policies, regulations, and rules.

Examples of appropriate action may include, but are not limited to:

- Undertaking a fact-finding exercise.
- Requesting the perpetrator to immediately stop the offending behavior.
- Suspending or terminating the perpetrator's access to the AofA event
- Suspending or terminating the perpetrator's access to the AofA event or refusing registration at future AofA events, or both.
- Conveying the complaint to any investigative or disciplinary authority with jurisdiction over the person accused of harassment.
- Conveying a report to the employer or entity with jurisdiction over the person accused of harassment for appropriate follow-up action.

The victim of alleged harassment may also seek help from other relevant authorities, such as the police, bearing in mind the applicable legal framework.

A participant should never knowingly make a false or misleading claim about prohibited conduct.

## PROHIBITION OF RETALIATION

Threats, intimidation, or any other form of retaliation against a participant who has made a complaint or provided information in support of a complaint are prohibited.

The AofA organizers will take any reasonable appropriate action needed to prevent and respond to retaliation, in accordance with its applicable policy, regulations, and rules.