

CODE OF CONDUCT

IAFCI Event Code of Conduct

The IAFCI I leadership and staff are committed to providing an educational training environment at all of our events, welcoming people from as many diverse backgrounds as possible. We expect our events to be a respectful, harassment-free environment for people of all races, gender and trans statuses, sexual orientation, ability, nationality, ethnicity, socioeconomic status and beliefs.

We expect staff, supporters, volunteers, attendees, and speakers at IAFCI events are expected to:

- Exercise consideration and respect in your speech and actions.
- Keep conversations professional, respectful and consider other parties' points of view. In short, do not make it personal. Passionate conversations are part of solving problems. Disagreements happen all the time and are necessary to consider difficult questions.
- Remember that the boundaries of good taste, humor, personal space and physical interaction differ from person to person; if you sense someone feels uncomfortable — whether they explicitly state it or not — be respectful of those boundaries.
- Refrain from demeaning, discriminatory, or harassing behavior. Harassment and inappropriate behavior may include, but are not limited to:
 - Sexist, racist, homophobic, transphobic, or otherwise discriminatory jokes or language physical intimidation, stalking or following sustained disruption of talks or events.
 - Posting or displaying sexually explicit or violent material; if for any reason you may need this material for an educational session, please contact IAFCI staff first and we can discuss how to give an appropriate warning to participants.
 - Advocating for, or encouraging, any of the above behavior.

Be mindful of your surroundings and of your fellow participants. Alert emergency services if you notice what you assess to be a dangerous situation or someone in distress. For other violations of this Code of Conduct, contact the IAFCI Executive Director, Jan Moffett, jan@iafci.org.