

## **Community Agreement Academy for Eating Disorders**

*In recognition that we are continually learning and striving to be a more inclusive organization, this is an evolving document and will be revised and refined as appropriate on an ongoing basis.*

The Academy for Eating Disorders (AED) is a global organization that includes members with diverse culture, professional discipline, ethnicity, race, religion, language, weight and body shape, appearance, gender, and sexual orientation. We are committed to ensuring an inclusive and equitable environment that considers the viewpoints of all participants wherever AED-supported work occurs, be it at the annual International Conference on Eating Disorders (ICED), or in the committee meetings, educational events, or online communication that occur throughout the year. Accordingly, the AED Community Agreement outlines the expectation that all participants proactively seek to establish and adhere to a culture of respect in which everyone feels welcomed and valued. The AED Community Agreement applies to all participants, including but not limited to attendees, speakers, volunteers, exhibitors, and AED staff.

### **Guidance for Creating an Inclusive Learning Communities**

- Be respectful and considerate; show others the respect you expect to receive.
- Use welcoming and inclusive language that honors the requests of marginalized groups.
- Approach and interact with others from a perspective of curiosity and open-mindedness, including those with views and opinions that are different than your own.
- Expect your ideas to be respectfully challenged. This is part of scientific discourse.
- Assume positive intent. Ask questions or request clarification instead of making negative assumptions.
- Communicate openly and thoughtfully.
- Formulate feedback in a constructive way (e.g., identify potential harms and how to address them positively, assuming good intentions).
- Be mindful of power differentials.
- Respect others' boundaries and confidentiality.
- During question-and-answer periods, pose comments as question(s) to facilitate dialogue.
- Embrace 'both/and' as opposed to 'either/or' thinking, acknowledging that there may be multiple 'truths'.
- Strive towards creating an anti-discrimination environment working actively against oppression in all forms.

### **Unacceptable behavior (live or online) includes, but is not limited to:**

- Harassment, intimidation, abuse, or threats, including any verbal, written, or physical conduct designed to threaten, intimidate, or coerce another person.
- Disrupting and interrupting presenters or educational sessions, unnecessarily confrontational speech or behavior, including ad hominem attacks.
- Retaliation against any individual for reporting prohibited conduct.

### **Actions & reporting system:**

1. Informal resolution between the involved parties is the initial action step if unacceptable behaviors have occurred. We strongly encourage "calling in" first (e.g., asking questions to clarify perspectives and viewpoints and to discuss and reflect on the impact of the language or action). "Calling out" (e.g., stopping words or actions) should be used only when necessary to prevent active harm.
2. If violations of the community agreement occur during a live session, AED leadership (including session moderators, Board members, and/or Ethics Committee members) will provide real-time re-direction.
3. If informal resolution cannot be accomplished (e.g., calling in is not possible due to potential power differentials among the parties), members can report unacceptable behavior via email to AED Operations Director, Erin Quinn (equinn@aedweb.org). Conflicts of opinion should not be reported. Only objectively disruptive, hostile, or discriminatory behavior will be reviewed.
4. Reports will be shared with the AED Executive Committee for screening and referral. Referral could include:
  - a. Informational feedback to the full board or scientific program planning committee.

- b. Referral to the Ethics Committee for review and counsel. This could lead to action based on the AED Policies and Procedures, up to and including suspension of ICED attendance or revocation of membership for egregious violation of these standards.

We appreciate your cooperation and collegueship.