



## **AEJMC Conference Code of Conduct**

### **Purpose and Scope**

The Association for Education in Journalism and Mass Communication (AEJMC) is committed to providing an inclusive, accessible, and welcoming conference experience for all participants. In order to do so, this Code of Conduct outlines expected and prohibited behaviors at in-person, hybrid and virtual conferences for all attendees. Attendees include: presenters, moderators, students, session organizers, exhibitors, and families of members. The AEJMC staff and leadership who oversee events and conferences will continue to prioritize safe, diverse and creative, intellectual gatherings that support individual needs while also promoting professional advancement for all members. This Code of Conduct ensures a welcoming environment free from discrimination, harassment, and retaliation. Registration for, attendance at, or participation in any conference indicates your agreement to abide by this code of conduct.

### **Expected Behavior**

- Comport oneself in a courteous and professional manner
- Treat all participants with respect, dignity, and consideration, in the spirit of valuing a diversity of views and opinions
- Discuss and critique presentations and ideas in a non-confrontational manner with due regard for the viewpoints of others
- Refrain from demeaning, discriminatory, or harassing behavior or speech
- Report suspected inappropriate behaviors directed at yourself or others
- Respect the policies and property of site locations for conferences
- Comply with all applicable laws and regulations
- Remain cognizant of hierarchical power dynamics, such as differentials between faculty and students, early career professors and administrators, etc.
- Pay attention to potential indicators suggesting that individuals are feeling uncomfortable.
- If plan on posting other people's personally identifying information online, secure permission first.

### **Prohibited Behavior**

- Harassment - defined for purposes of this Code to include unwelcome or offensive verbal, visual, or physical contact directed at anyone; includes conduct, comments or images that a person would reasonably find offensive, demeaning, or hostile
- Sexual harassment - defined for purposes of this Code to include unwelcome, unsolicited, and unreciprocated sexual advances, requests for sexual favors, and other verbal or physical conduct or gesture of a sexual nature

- Disruption - Behavior that is unruly or disruptive, or that endangers the health or safety of others, including sustained disruption of portions of the conference or event
- Discrimination - Discriminatory conduct based on race, sex, sexual orientation, gender expression or identity, transgender status, age, national origin, disability, religion, marital status, veteran status, political affinity, or any other characteristic protected by law
- Threats - Deliberate intimidation, threatening, or stalking. Actual or threatened use of physical force against anyone
- Invasion of privacy, which could include but not be limited to: sharing private chats with others without permission; and sharing someone's phone number or address without permission
- Possession or use of a weapon
- Destruction, theft, dismantlement or defacement of any venues, property, equipment, signage, or supplies
- Failure to comply with directions by staff or venue personnel during emergency responses
- Retaliation against someone for reporting activity that they believed to be in violation of this Code
- Knowingly and falsely reporting violations of this Code in bad faith
- Posting or threatening to post, without permission, other people's personally identifying information online, including on social networking sites

This Code list is not inclusive of each behavior that could be inappropriate, and there may be additional conduct issues that it does not specifically address. Participants are expected to follow the directions of AEJMC staff when unsure of appropriateness of an action or reporting of a behavior.

### **Reporting Unacceptable Behavior**

If you have experienced or are aware of violations of the Code of Conduct, contact AEJMC Executive Director Amanda Caldwell. Note that there may be cases (such as those involving Title IX issues in the United States and venue or employer-specific policies) where an on-site person who is informed of harassment will be required to file a complaint.

### **Consequences of Unacceptable Behavior**

AEJMC staff and/or AEJMC leadership and board members will investigate reported violations of this Code of conduct. If evidence is found that supports claims, breaches of this Code of Conduct may result in removal from or denial of access to meeting facilities or activities, without refund of any applicable registration fees or costs. Those engaging in unacceptable behavior may also be banned from future AEJMC activities.