

Code of Conduct & Anti-Harassment Policy

This focuses on specific instructions to AGRiP event participants, with the goal of preventing inappropriate behaviors.

AGRiP is dedicated to providing a safe and harassment-free events experience for everyone. AGRiP has zero-tolerance for any form of discrimination or harassment.

Expected Behavior

- Be respectful and considerate of all participants.
- Refrain from demeaning, discriminatory, or harassing behavior, materials and speech.
- Tell AGRiP Executive Director [Ann Gergen](#) or Managing Director [Wendy Parker](#) if you hear or observe anything that conflicts with this Code of Conduct.

Unacceptable Behavior

Unacceptable behavior from any attendee will not be tolerated. Unacceptable behavior includes, but is not limited to:

- Intimidating, harassing, abusive, discriminatory, derogatory, or demeaning speech, materials or conduct.
- Violence, threats of violence, or violent language.
- Verbal comments that reinforce social structures of dominance related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, or religion.
- Inappropriate physical contact.
- Sexual images in public spaces.
- Unwelcome sexual attention.
- Deliberate intimidation, stalking, or following.
- Harassing photography or recording.
- Disruption of presentations at sessions, at networking and social events, or at other events organized by AGRiP at the meeting venue, hotels, or other AGRiP-contracted facilities.
- Presentations, postings, and messages that contain promotional materials, job offers, solicitations for services or product announcements in semi-live, live, and on demand presentations (other than presentations in the virtual business exchange).
- Use of a recording device (personal computer, mobile phone, camera, etc.) to capture images or presentations, chats, demonstrations, etc. taking place within a virtual platform.
- Advocating for, or encouraging, any of the above behavior.

Enforcement

When asked to stop any harassing behavior, attendees are expected to comply immediately. AGRiP retains the right to take any actions to keep the event a welcoming environment for all attendees. This includes warning the offender or expulsion from the conference with no refund.

AGRiP may take action to redress anything designed to, or with the clear impact of, disrupting the event or making the environment hostile for any attendees.

Reporting

If someone makes you or anyone else feel unsafe or unwelcome, please report it to AGRiP Executive Director [Ann Gergen](#), or Managing Director [Wendy Parker](#).

If the offender is AGRiP's Managing Director or Engagement Director, you can report to any member of the AGRiP Board of Directors. A current list of AGRiP governing body members is available [here](#).

Once immediate security and safety needs are addressed, we'll ask you to share what happened. This can be upsetting, but we'll handle it as respectfully as possible, and you can bring someone to support you. You won't be asked to confront anyone.

If needed, and depending upon whether the event is in-person or virtual, AGRiP will help the reporting person connect with support resources that may include local law enforcement and/or local emergency and non-emergency medical and mental health support services (i.e. urgent care, sexual assault hotline, mental health hotline).

Expulsion

A participant may be expelled only by the decision of Executive Director Ann Gergen or Managing Director Wendy Parker for whatever reasons deemed sufficient. However, here are some general guidelines for when a participant may be expelled:

- Continuing to harass after any "No" or "Stop" instruction
- A pattern of harassing behavior, with or without warnings
- A single serious offense (i.e. punching or groping someone)
- A single obviously intentional offense (i.e. taking up-skirt photos)

Hotel/venue security and local authorities also will be contacted when appropriate.

Public Statements

As a general rule, AGRiP will not make any public statements about the behavior of individual people during or after the conference.