



# CODE OF CONDUCT

## **POLAR TECHNOLOGY CONFERENCE COMMITMENT**

The Polar Technology Conference (PTC) is committed to maintaining a safe, welcoming, and trusted conference environment capable of supporting meaningful community dialogue and the professional exchange of information and ideas. To help promote these conditions, all conference participants are expected to adhere to the Polar Technology Conference Code of Conduct. The purpose of this Code of Conduct is to communicate that sexual harassment, other forms of harassment, and sexual assault will not be tolerated, and every conference participant is expected to conduct themselves in a professional, respectful, and responsible manner at all times. This Code of Conduct applies to all affiliated people and events relating to the 2020 Polar Technology Conference, including those sponsored by other organizations.

## **WHAT IS HARASSMENT?**

Harassment includes speech or behavior that is not welcome or is personally offensive, whether it is based on ethnicity, gender, religion, age, body size, disability, veteran status, marital status, sexual orientation, gender identity, or any other reason not related to scientific merit. It includes stalking, unnecessary touching, and unwelcome attention. Behavior that is acceptable to one person may not be acceptable to another, so use discretion to be sure that respect is communicated. Harassment conveyed in a joking manner still constitutes unacceptable behavior. Retaliation for reporting harassment is also a violation of this policy, as is reporting an incident in bad faith.

## **EXPECTED BEHAVIOR**

- Treat all conference participants, staff, and vendors with respect and consideration, valuing a diversity of views and opinions.
- Communicate openly and thoughtfully with others, being considerate of viewpoints different from your own and critiquing ideas rather than individuals.
- Avoid personal attacks directed toward other attendees, participants, staff, and vendors.
- Be mindful of your surroundings and of your fellow participants. Alert staff if you notice a dangerous situation or someone in distress.
- Respect the rules and policies of the meeting venue, hotels, or any other venue.
- Alert hotel/venue security if you notice a dangerous situation or someone in distress.

## **PROHIBITED CONDUCT**

- Harassment and intimidation, including any verbal, written (including via texts or on social media), or physical conduct designed to threaten, intimidate, humiliate, or coerce another participant.
- Discrimination or other actions based on race, ethnicity, gender, gender identity or expression, sexual orientation, physical ability, nationality, age, socioeconomic status, or belief.
- Stalking or unwelcome or surreptitious photography or recording.
- Disruption of talks at oral or poster sessions or at other events organized at the meeting venue, hotel, or other conference facilities.

Unwelcome sexual attention, including but not limited to sexualized comments or jokes, displaying sexually explicit material, inappropriate touching, groping, or sexual advances.

## **REPORTING BAD BEHAVIOR**

If you are the subject of unacceptable behavior or have witnessed any such behavior during conference events, please contact an ARCUS staff member on-site or share your concern with Lisa Sheffield Guy, ARCUS ([lisa@arcus.org](mailto:lisa@arcus.org)).

Anyone who feels unsafe or threatened should immediately contact venue security staff or contact the appropriate public authorities. To report a serious crime such as sexual assault to law enforcement, please call 911.

## **CONSEQUENCES**

- Anyone requested to stop unacceptable behavior is expected to comply immediately.
- Conference officials will consult with the individual filing the complaint prior to taking any action.
- Conference officials may take any action deemed necessary and appropriate, including verbal warnings, immediate removal from the conference, and the notification of appropriate authorities (e.g. employers or police).
- Retaliation toward complainants of inappropriate conduct will not be tolerated.

For any questions about this Code of Conduct policy, please contact Lisa Sheffield Guy, ARCUS, [lisa@arcus.org](mailto:lisa@arcus.org).