



To give all everyone the opportunity to benefit from SETDA activities and events, SETDA is committed to providing a friendly, safe, supportive, and harassment-free environment for all attendees and participants regardless of gender, age, orientation, gender, disability, race, ethnicity, religion or other group identities.

The following code of conduct outlines the SETDA expectations for all attendees and participants including all members, affiliates, partners, speakers, invited guests, media representatives, commentators, sponsors, and volunteers.

If you have questions, please contact Tera Daniels at tdaniels@setda.org.

Code of Conduct

All participants at SETDA-sponsored in-person and digital events agree to comply with this code of conduct. Cooperation from all participants helps ensure a safe and professional environment for everybody.

If a participant engages in harassing behavior, SETDA staff may take any action they deem appropriate including warning the offender or expulsion from the current and future events.

Behavior that violates the SETDA Code of Conduct includes, but is not limited to, the following:

- Verbal, emotional, or physical abuse related to gender, race, orientation, ethnicity, religion, or identity.
- Sexual language and imagery are not appropriate for any event venue, including presentations, workshops, chat, direct messages, social and other online media. SETDA has a zero-tolerance for sexual images in public spaces and will report the distribution or sharing of Child Sexual Abuse Materials (CSAM) to local and federal authorities.

- Deliberate intimidation, bullying, stalking, following, unwanted photography, or recording.
- Sustained disruption of talks or other events.
- Inappropriate physical contact or any other behavior deemed inappropriate by SETDA staff.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a SETDA staff member immediately.

If you have been notified by a member of the SETDA staff that you have violated our Code of Conduct and wish to dispute or further discuss a resolution of the violation, please contact Julia Fallon, at jfallon@setda.org.

SETDA staff will help participants contact hotel/venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the event.

We value your attendance, feedback, and participation.

Effective Date: May 4, 2022