



CODE OF CONDUCT

AuSM is dedicated to providing a safe and inviting Summit experience for everyone. If an attendee breaks the rules in the code of conduct, staff will work with them to address the issue. If a solution cannot be found or the attendee keeps breaking the rules in the code of conduct, they may be asked to leave. This code of conduct describes how we expect all participants, including speakers, attendees, sponsors, volunteers, and staff to behave.

EXPECTED BEHAVIOR

AuSM believes that our community does great things when we work together. To make that happen, we expect participants will:

- Treat each other with respect, kindness, and an open mind
- Be mindful of personal space (including mobility and accessibility devices and service animals) and ask permission before touching anyone, including their animals or devices.
- If you want to keep in touch with someone you meet at the summit, please offer the other person your contact information instead of asking for theirs.
- Please do not carry on private conversations during educational sessions. If you want to have a personal conversation, you can step out of the room so you don't disrupt other people.
- Recognize that our participants come from a variety of backgrounds. You may hear opinions and beliefs that are very different from your own. Please come with curiosity and acceptance of other opinions.
- Respect the space: pick up after yourself, keep walkways clear, and treat the space kindly.

Harassment and Discrimination

AuSM does not tolerate discrimination, prejudiced behavior, or harassment at the Summit.

Harassment includes, but is not limited to:

- Physical assault
- Offensive verbal comments
- Inappropriate physical contact
- Unwelcome physical attention
- Intimidation
- Stalking
- Display of hateful iconography (for example swastikas)
- Photographing or recording someone without their permission

Discrimination and prejudiced behavior includes any slurs, jokes, derogatory or demeaning comments, or offensive language related but not limited to:

- Race
- Color
- Culture
- National Origin
- Gender
- Gender Identity
- Gender Presentation
- Sexual Orientation
- Religion
- Age
- Body Size
- Disability



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DEALING WITH INAPPROPRIATE BEHAVIOR

If you are subjected to harassment or discrimination or see someone else being subjected to harassment or discrimination, you can point out the behavior to the person involved if you feel comfortable or you can find an AuSM staff member to help you.

The best place to find an AuSM staff member is at the registration table. Let them know you want to report discrimination, harassment, or inappropriate behavior. You can also text 651.347.4018 to reach Zephyr, the Accessibility Coordinator.

You can describe what happened, ask for support in managing your own response, or simply decompress. AuSM staff will intervene if necessary, or work with the person involved to ensure it does not happen again.

