



# ACCESSIBILITY

AuSM is serious about doing everything we can to provide a welcoming, accessible environment for all attendees. This is a general overview of the accessibility and inclusion services and facilities offered at the conference.

Unfortunately, we cannot make every aspect of the event barrier-free. We are limited by finances, logistics, facilities, and staffing. If you have any questions, please contact Zephyr James at [zjames@ausm.org](mailto:zjames@ausm.org). Please send accommodation requests by Nov. 1.

## CURRENT ACCOMMODATIONS

- Wheelchair seating in each session, marked with tape
- Seating designated in the front of each session for accessibility needs
- Pronoun and socialization stickers
- Fidgets are available for purchase in the AuSM Shop
- Designated quiet room
- Attendees are welcome to fidget, leave sessions, sit on the ground, or self-regulate in any way
- Microphones and captions used in every session
- Direct Service Providers (including PCAs) are welcome at no cost: note that if they would like lunch they will need to purchase it at cost
- Air filters running in all rooms
- AuSM will provide as many seating options as possible in session rooms
- Service animals are welcome: please note that there will be designated areas for service animals to help accommodate those with allergies
- Accessible entrance
- Social narrative on AuSM website
- Cards for writing questions in each session
- Slides available for download in advance of the event
- Lactation space
- Sessions are recorded and available after the event for a full year
- We ask that all attendees avoid scented products to keep the event accessible

# ACCOMMODATIONS AVAILABLE ON REQUEST

- ASL interpretation
- Large print handouts
- Pre-printed handouts
- Most reasonable requests can be accommodated if the request is made in writing in advance to [zjames@ausm.org](mailto:zjames@ausm.org)
- Boxed lunches available for purchase with registration



## AVAILABLE AT REGISTRATION

- Information on service animal toileting areas
- Map of the venue in the program
- Staff can help guide you to locations

# POTENTIAL BARRIERS

- Some public areas can get crowded
- Most signage features regular-sized print
- While AuSM has asked attendees to refrain from wearing scents, this event is not entirely scent-free
- Bathrooms use binary language (“men” and “women”)
- Some alternative reading formats are not available
- Many people may be wearing masks, which can make lip reading challenging
- Some rooms have low ceilings, which can feel cramped or tight
- Childcare is not available

## WHAT YOU CAN DO:

- Bring your own fidgets or comfort items
- Dress in layers
- Attend with a Direct Service Professional
- Bring snacks or beverages

If you have any questions, concerns, or feedback, please reach out to AuSM and let us know!



# 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

# CODE OF CONDUCT

## 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.

## NEUROTYPICAL PARTICIPANTS

This event is intended to center autistic expression. The goal of the Autistic Community Summit is to provide an accessible space for autistic people to share their experiences and wisdom. This includes self-diagnosed autistics or those without a formal diagnosis, as well as those currently exploring an autistic identity.

As a public event, we welcome the participation of friends and family, parents, and providers. We especially welcome individuals who identify as neurodivergent in other ways or who are questioning and considering their autistic identity.

As a guide, we ask our non-autistic friends and colleagues to allow as much space as possible for autistic presenters and participants. Please remember that you are a guest in this space and respect that role. Living in a community where the vast majority of our interactions are with non-autistic people, each moment here can be important for someone in ways you might not see. In concrete terms, we ask that you hold off on commenting or asking questions during sessions until it is clear that all autistic participants have had the opportunity to speak and discuss. In general, this is not the forum for non-autistic conversation and questions.

Remember, autistic people may communicate in unexpected ways, including nonverbal communication, long pauses, the use of texting/commenting, and AAC devices. We fully embrace the extra time some of these may take. Other events and forums may give a more appropriate space for your reflections and burning questions, as well as support for your personal situation.

Thanks for your patience and understanding! We look forward to seeing you at the event.