

# 33<sup>rd</sup> Annual ITNS Symposium

## CODE OF CONDUCT

ITNS is committed to providing a safe, productive, and welcoming environment for all symposium participants, ITNS staff, and exhibitors. All participants, including but not limited to, attendees, speakers, volunteers, exhibitors, ITNS Board Members, service providers, and all others are expected to abide by this Annual Symposium Code of Conduct.

ITNS has zero-tolerance for any form of discrimination or harassment, including but not limited to, sexual harassment by participants or our staff at our events. If you experience harassment or hear of any incidents of unacceptable behavior, ITNS asks that you inform either Alison Heil, ITNS President or Chris Shay-Downer, ITNS President-Elect ([info@itns.org](mailto:info@itns.org)) so that appropriate action can be taken.

Unacceptable Behavior is defined as:

- ♦ Harassment, intimidation, or discrimination in any form.
- ♦ Verbal abuse of any attendee, speaker, volunteer, exhibitor, ITNS Board Member, service provider, or other meeting guest.
- ♦ Examples of verbal abuse include, but are not limited to, verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, inappropriate use of nudity and/or sexual images in public spaces or in presentations, or threatening or stalking any attendee, speaker, volunteer, exhibitor, ITNS Board Member, service provider, or other meeting guest.
- ♦ Disruption of presentations during sessions, in the exhibitor area, or at other events organized by ITNS throughout the meeting. All participants must comply with the instructions of the moderator and any ITNS event staff.
- ♦ Presentations, postings, and messages should not contain promotional materials, special offers, job offers, product announcements, or solicitation for services. ITNS reserves the right to remove such messages and potentially ban sources of those solicitations.

ITNS reserves the right to take any action deemed necessary and appropriate, including immediate removal from the meeting without warning or refund, in response to any incident of unacceptable behavior, and ITNS reserves the right to prohibit attendance at any future meeting, virtually or in person.