



November 17-19, 2021

## DIRC21: Code of Conduct

*Updated March 26, 2021*

### **Purpose**

We believe the 2021 Diversity & Inclusion Research Conference (DIRC21) should be truly open and accessible to all. We are dedicated to providing a safe and harassment-free virtual conference experience for all attendees, speakers, sponsors, organizers, volunteers and other guests. This Code of Conduct outlines our expectations for participant behavior as well as the consequences for unacceptable behavior. We invite all participants to help us realize a safe and positive conference experience for everyone by reporting to us if a serious event occurs.

### **Scope**

We expect all guests to abide by this Code of Conduct at the DIRC21 conference. Organizers and staff will enforce this code throughout the event.

This code of conduct and its related procedures may also apply to unacceptable behavior occurring outside the scope of conference activities when such behavior has the potential to adversely affect the safety and well-being of participants. This includes interactions on social media and other online outlets during the conference.

### **Expected Behaviors- Professional Conduct at Events**

At DIRC21, we ask that everyone:

- Be mindful of virtual surroundings and fellow guests. If you notice a dangerous situation or someone in distress, alert staff or leadership
- Flag unacceptable behavior
- Treat others with respect and consideration
- Refrain from demeaning, discriminatory or harassing behavior or speech. A more detailed explanation is provided in the "Harassment" Section.

### **Unacceptable behaviors**

Unacceptable behaviors include but are not limited to:

- Engaging in intimidation, bullying, or discrimination in any form
- Sexualized and other inappropriate pictures, audio, or video
- Sustained disruption of talks, presentations, or other events
- Harassment and other unwelcome behaviors, as defined below



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## Harassment

Harassment and unwelcome behavior include but are not limited to:

- Offensive or unwelcome comments regarding a person's gender, gender identity and expression, sexual orientation, disability, mental illness, neurotype, physical appearance, body, age, race, ethnicity, nationality, language, religious beliefs or any other characteristic.
- Displaying sexual images or behavior
- Threats of violence
- Cyber-stalking

## Consequences of Unacceptable Behavior

If a participant engages in unacceptable behavior or harasses a fellow member, the conference organizers may take any action they deem appropriate, including warning the offender or expulsion from the conference with no refund. Participants asked to stop any harassing behavior are expected to comply immediately.

Any persons associated with DIRC21 who believes that they have been subjected to unlawful harassment of any kind has the responsibility to report the harassment to an organizer or volunteer. DIRC21 is committed to taking all reasonable steps to prevent harassment and will make every reasonable effort to promptly and completely address and correct any incidents that may occur. Every incident reported will be investigated promptly and impartially, with every effort to maintain confidentiality.

## Contact Information

If someone makes you or anyone else feel unsafe or unwelcome, please report it to Toni Shoola, a member of the DIRC21 Team. Toni Shoola can be contacted by email at: [toni@alerialresearch.org](mailto:toni@alerialresearch.org).

## Attribution

This Code of Conduct was adapted from Code of Conduct documents of other events and organizations, including [Grace Hopper Conference](#), [Women in Tech Summit](#), [Sustain](#), [Girl Develop It](#), and [Citizen](#).