

## CODE OF CONDUCT For Members & Conference Attendees

SAVIR is committed to creating a safe place where everyone feels welcome, respected, and valued. We know that people have different boundaries, different levels of comfort, different senses of humor, etc. We also realize that there are people of many different backgrounds and experiences in every group. In an effort to ensure a safe environment for all participants, please pay special attention to your words and actions and follow these rules at all event venues and event-related social activities. All conference participants are asked to frame discussions as openly and inclusively as possible and to be aware of how language or images may be perceived by others. Conference organizers and session moderators will enforce this code throughout the event.

In addition to committing to an environment that is safe and free from discrimination described above, SAVIR members adhering to this Code will actively practice the anti-racism measures described here.

### **We expect SAVIR members to:**

1. Create and contribute to a culture in which members are active bystanders who identify and interrupt racism, and other systems of oppression (e.g., sexism, classism, ableism, homophobia, transphobia, among others) in all forms.
2. Work intentionally to eradicate speech or actions that stereotype, inferentially identify, culturally discriminate against, or harm people of color.
3. Disrupt and dismantle racist learning and work environments created through White normativity and discriminatory actions such as microaggressions, microassaults, and microinsults.
4. Interrupt and/or intervene in racist incidents in all SAVIR forums (e.g., physical and online spaces).
5. Recognize that racism often occurs in tandem with other systems of oppression and commit to an organizational culture that engages in anti-racism with an intersectional approach.

### **Unacceptable behaviors may include:**

Prejudicial actions or comments in public and online spaces (including presentation slides, Twitter and other online media) related to gender, gender identity and expression, sexual orientation, differing physical or mental abilities, physical appearance, socioeconomic status, body size, race, ethnicity, nationality, age, religious affiliation (or lack thereof), or technology choices;

Foul or obscene language or gestures, including slurs or jokes;

Derogatory written or electronic statements, pictures, or drawings;

Sustained disruption of sessions, talks, or other events;

Unwanted leering or staring;

Harassing photography or recording;

Unwanted sexual attention;

Advocating for, or encouraging, any of the above behavior.

## **If you witness or experience unacceptable behavior:**

If you witness potential harm to a conference participant, be proactive in helping to mitigate or avoid that harm. Remind peers of these guidelines, and take responsibility for interrupting potentially problematic situations, e.g. asking people if they are ok or need help. This is usually easier (and safer) if you don't act alone — e.g. "Let's say something to them so they stop."

If you are subjected to unacceptable behavior, notice that someone else is being subjected to unacceptable behavior, or have any other concerns, please notify a conference staff person or session moderator as soon as possible. You may request that your report remain completely confidential.

If you are unsure whether an incident is a violation, or whether the space where it happened is covered by this Code of Conduct, we encourage you to still report it. We do not look negatively upon you if we find the incident is not a violation. And knowing about incidents that are not violations or happen outside our spaces can also help us to improve the Code of Conduct or the processes surrounding it.

SAVIR will be happy to assist those experiencing unacceptable behaviors from others to feel safe for the duration of the conference. We value your participation and will assist you in any way that we can to ensure your safety and well-being.

## **Remember:**

'No' means no.

'Stop' means stop.

'Go away' means go away.

*Silence does not mean consent.*

**Consequences of Code of Conduct Violation:**

If a participant is asked to stop an unacceptable behavior, they are expected to comply immediately.

If a participant engages in unacceptable behavior, event organizers retain the right to take any actions including warning the offender or expulsion from the conference with no refund.

In the case of non-compliance, an offender will be removed with no refund.

*Adapted from the National Sexual Assault Conference.*