



AACRAO Events Code of Conduct

Last updated 2/1/2023

As a leading voice in higher education, AACRAO envisions a community centered on learner success driven by professional excellence and leadership in enrollment and academic services. The AACRAO Code of Conduct extends the values of collaboration, inclusivity, and integrity to all event attendees, regardless of race, ethnicity, religion, sexual orientation, differing or disability, physical appearance, neurodiversity, gender identity and expression, or age. AACRAO is committed to providing an environment of respect and civility at all AACRAO events with adherence to high standards of ethical, moral, and legal business conduct.

By attending an AACRAO event, conference or meeting, you agree to abide by the Code of Conduct below:

DO:

- Demonstrate respect and consideration for all people.
- Be considerate of the multitude of views and opinions that are different from your own.
- Report conduct concerns to AACRAO event staff so concerns can be addressed responsibly and in a timely fashion.
- Comply immediately if any leader or facilitator of an activity/session, any official of the platform, or any event official directs you to stop a behavior or delete a comment made in a public forum.
- Comply with all safety and security protocols as determined by the event organizers

DO NOT:

- Engage in biased, demeaning, intimidating, coercive, or harassing/hostile conduct or commentary toward any event attendee, presenter, staff, or crew member.
- Retaliate against or disadvantage anyone for reporting a conduct concern or assisting in its resolution.
- Disrupt the event or engage in harm or threats of harm of any kind.
- Inappropriately photograph or record without the prior permission of the individuals or owners of the content
- Engage in any kind of maltreatment or vandalism of facilities, equipment, or property of others

If any attendee or guest engages in behavior contrary to the Code of Conduct, AACRAO staff may take any appropriate action, including warning or expelling the offender from the event without a refund. For more egregious behavior, AACRAO may, in its reasonable discretion, temporarily ban or permanently expel a person from future AACRAO events and the community, and may pursue legal action, if necessary.

If you are subjected to unacceptable behavior by another attendee, notice that someone else is being subjected to unacceptable behavior, or have any other concerns, please notify AACRAO event staff as soon as possible. All reports will remain confidential.

If you have any questions or need clarification on this Code of Conduct, please contact Dr. Tina DeNeen, Associate Executive Director for Education and Member Development (deneent@aacrao.org).

Thank you for your cooperation.