



## WORKSHOP CODE OF CONDUCT

We are dedicated to providing a safe, respectful, comfortable, and harassment-free environment for all event participants. This workshop will be free of discrimination or harassment based on any protected characteristic including race, color, religion, sex, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, political affiliation, or status as a special disabled veteran or other veteran.

Event and activity organizers expect that all participants, including delegates/attendees, speakers, exhibitors, organizers, volunteers, and guests, will conform to the following Code of Conduct.

We are committed to the free expression of ideas in a respectful and professional manner. Event participants will not engage in unacceptable behavior which includes, but is not limited to:

- Verbal, physical or visual conduct toward another participant or participants which is motivated by that individual's race, color, religion, sex, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, or age, political affiliation, or status as a special disabled veteran or other veteran that is unsolicited and unwelcome and creates an intimidating, hostile or offensive environment.
- Intentionally talking over or interrupting others.
- Sexualized language or images in public spaces, including presentations and exhibitor materials.
- Deliberate intimidation, stalking, or following.
- Inappropriate contact or communication on workshop media.
- Unwelcome sexual attention and commenting on personal appearance.
- Sustained disruption of talks or other events.
- Physical, verbal, or written, abuse, intimidation, threats, annoyance, harassment, stalking, pushing, shoving or use of any physical force whatsoever against any person, which in any way creates a disturbance that is disruptive or dangerous, or creates apprehension in a person, as determined by event management, in their sole discretion.
- Any lewd or offensive behavior or language, using sexually explicit or offensive language or conduct, profanity, obscene gestures, or racial, religious or ethnic slurs.
- Assembling for the purpose of, or resulting in, disturbing the peace, or committing any unlawful act or engaging in any offensive behavior.
- Any other illegal activity.
- Advocating for, or encouraging, any of the above behavior.



## Enforcement

If a participant engages in harassing behavior or any other unacceptable behavior, event organizers may take any actions they deem necessary to keep the event a safe and comfortable environment for all other participants. This includes expelling the offender from the event or activity with no warning or refund. If you, as a participant, are asked to stop any inappropriate behavior, you must comply immediately.

By participating in this workshop, you agree to adhere to this Code of Conduct. If you violate it, you may be expelled from the event or activity at the discretion of the organizers and the organizers may take such other action as they deem appropriate.

If someone engages in harassing or otherwise unacceptable behavior and it causes you or anyone else to feel unsafe or uncomfortable during the workshop, please report the circumstances as soon as possible, so that effective, appropriate action can be taken.

You can make a personal report by emailing the organizers:

- [Dr. Lauren Thomas Quigley](#) (IBM)
- [Dr. Stacy Hobson](#) (IBM)
- [Dr. Linda Molnar](#) (NSF)
- [Dr. Michael Smith](#) (The PEER Group)

**Workshop leadership reserves the right to remove an individual from the workshop without warning, prohibit attendance at future workshop sessions, and notify the individual's employer/organization.**

## Acknowledgement

I acknowledge receipt, acceptance and full understanding of the terms and expectations of this Workshop Code of Conduct. I agree to abide by the terms and expectations as outlined here and my failure to abide by these terms and expectations could result in adverse reactions or consequences as described. By joining the workshop platform and virtual meetings I affirm my agreement.