



Safety+ Symposium Code of Conduct

All attendees, including speakers, exhibitors, sponsors and volunteers at the Safety+ Symposium are required to agree with the following code of conduct. Organizers will enforce this code throughout the event. ***We expect cooperation from all participants to help ensure a safe environment for everybody.*** Admittance to the Safety+ Symposium is at the discretion of VPPPA. We reserve the right to deny, revoke or remove any registered, or pre-registered attendee.

VPPPA is dedicated to providing a harassment-free experience for everyone. **We do not tolerate harassment of symposium participants in any form.** Sexual language and imagery is not appropriate for any symposium venue, including talks, workshops, parties, print publications, social media and other online mediums. Participants violating these rules may be sanctioned or expelled from the Safety+ Symposium without a refund at the discretion of the organizers.

Harassment includes offensive verbal comments related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion, technology choices, sexual images in public spaces, deliberate intimidation, stalking, following, screaming, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention. Participants asked to stop any harassing behavior are expected to comply immediately.

Sponsors and exhibitors are also subject to the anti-harassment policy. In particular, there should be no use of sexualized images, activities, or other material, nor should any offensive or bullying action occur on site. Booth staff (including volunteers) should not use sexualized clothing/uniforms/costumes, or otherwise create a sexualized or uncomfortable environment.

If a participant engages in harassing behavior, the symposium organizers may take any action they deem appropriate, including warning the offender or expulsion from the Safety+ Symposium with no refund.

If you are being harassed, notice that someone else is being harassed, or have any other concerns of questionable behavior, please contact a member of the symposium staff immediately. VPPPA staff can be identified as they'll be wearing red vests with VPPPA name badges. Staff will be happy to help participants contact hotel/venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the Safety+ Symposium. We value your attendance.

We expect participants to follow these rules at pre-symposium, symposium, exhibit hall and workshop venues and symposium-related social events.