



Conference Code of Conduct

This Code of Conduct applies to all participants in the Southwest and Rocky Mountain (SWARM) Region Industry Liaison Group (ILG) Conference. Its aim is to ensure a positive and enjoyable intellectual, cultural, and social experience for all.

This code expresses values that are already fundamental to all participants. The conference aims to be inclusive and to embrace diversity in all its forms.

The SWARM ILG welcomes participants regardless of race, ethnicity, gender, color, religion, national origin, gender identity and expression, age, sexual orientation, disability, veteran status, or any other protected characteristics. Therefore, this Conference Code of Conduct sets forth expectations for the conduct of all participants at a SWARM ILG conference. Participants are expected, both inside and outside of workshops, to express themselves in ways that are considerate and respectful to others. Equally they are expected to respond with courtesy and respect to others' opinions. "Participant" refers to anyone present at a SWARM ILG conference or activity and includes speakers, vendors, venue staff, media representatives, exhibitors, sponsors, volunteers, and all other attendees.

We want all participants to have a great conference experience and to feel safe and comfortable. Thus, the SWARM ILG expects participants to conduct themselves in a professional manner and will not tolerate harassment of participants in any form. Harassment includes any verbal or non-verbal behavior that belittles, threatens, intimidates, or attempts to coerce another person or group. Examples of harassment and other types of unacceptable behavior include, but are not limited to:

- The use or display of sexual images in public spaces
- Deliberate intimidation, stalking, or following
- Harassing photography or recording
- Sustained disruption of talks or other events
- Inappropriate physical contact
- Unwelcome sexual attention or touching
- Violence, threats of violence, or violent language directed against another person or group
- Failure to obey any rules or regulations of the event venue or reasonable requests of conference personnel

Participants asked to cease any harassing or unacceptable behavior are expected to comply immediately. If a participant engages in behavior considered unacceptable to the SWARM ILG or its conference participants, the SWARM ILG may take any action it deems appropriate, including seeking removal of venue staff, warning or expelling the offending participant from the conference with no refund and barring attendance at future SWARM ILG conferences and events.

We are confident that most participants are fully supportive of the principles embodied in this code, and that none will wish to be passive bystanders while abuse or bullying or harassment takes place. We call on all participants to actively support those subjected to unacceptable behavior, to challenge those guilty of it, and to support the conference organizers in their efforts to make this conference a positive, rewarding, and enjoyable experience for all.

If you are subjected to unacceptable or offensive behavior, witness such behavior, or have any other similar concerns, please notify one of the following SWARM ILG Committee Members (Annette Curren @ annette.b.curren@jpmchase.com, Alex Gonzalez @ alex.ntilg@gmail.com, Norma Brito @ norma@kairosservicesinc.com, or Meredith Gregston @ mgregston@huntonak.com) immediately.