

## CODE OF CONDUCT

HPPCARESCDE's board, members and staff are committed to providing a vibrant and respectful learning environment through all of our online platforms and at all of our face-to-face and online events. We welcome people from as many diverse backgrounds as possible. We expect our events and any interactions within our community to be a respectful, harassment-free experience for people of all races, gender identities, sexual orientations, abilities, nationalities, ethnicities, socioeconomic statuses and beliefs.

We're grateful that our community is positive, friendly and supportive of one another.

In that spirit, the staff, supporters, volunteers, attendees, members, online community and speakers at HPPCARESCDE's live and digital events ("Participants") are expected to:

Exercise consideration and respect in your speech and actions by not making it personal. Passionate conversations are part of solving problems. Disagreements happen all the time, and are necessary to consider difficult questions. That said, we ask that you keep conversations professional, respectful and consider other parties' points of view.

Remember that the boundaries of good taste, humor, personal space and physical interaction differ from person to person; if you sense someone feels uncomfortable — whether they explicitly state it or not — be respectful of those boundaries.

Refrain from demeaning, discriminatory or harassing behavior. Harassment and inappropriate behavior may include, but are not limited to:

Sexist, racist, homophobic, transphobic or otherwise discriminatory jokes or language

Physical intimidation, stalking or following

Sustained disruption of talks or events

Posting or displaying sexually explicit or violent material; if for any reason you may need this material for an educational session, please contact HPPCARESCDE staff first and we can discuss how to give an appropriate warning to participants

Unwelcome sexual attention. This includes sexualized comments or jokes; inappropriate touching, groping and unwelcomed sexual advances

Advocating for, or encouraging, any of the above behavior

This policy covers the conduct of all participants and shall be applicable at event activities, whether on- or off-site, online or face-to-face, and at event venues, whether before, during or after formal sessions, including but not limited to workshops, plenary sessions, member meetings, social events, informal social gatherings, online events and communications sent through social media or text messages.

Participants who do not comply with this policy statement may be removed from an event or online platform in full or in part, including online services provided to participants, and barred from returning. Use of HPPCARESCDE's online platforms is also subject to HPPCARESCDE's Terms of Use.

#### Reporting a Problem

Be mindful of your surroundings and of your fellow participants. Alert HPPCARESCDE staff if you notice what you assess to be a dangerous situation, someone in distress or violations of this Code of Conduct. You can also email HPPCARESCDE's leadership Katherine Peoples, [KATHERINE@HPPCARES.org](mailto:KATHERINE@HPPCARES.org).