

INDUSTRY EVENTS CODE OF CONDUCT

AMI and IMLA have established this Code of Conduct to provide guidelines to Participants and to ensure that all Participants understand what behaviour is expected, and what behaviour will not be tolerated at an event. AMI and IMLA expect all Participants to abide by this Code of Conduct at all events. This includes conference-related social events at off-site locations, and in related online communities and social media.

We are dedicated to providing a harassment-free and inclusive event experience for everyone regardless of gender identity and expression, sexual orientation, disabilities, neurodiversity, physical appearance, body size, ethnicity, nationality, race, age, religion, or other protected category. Participants asked to stop any harassing behaviour are expected to comply immediately.

EXPECTED BEHAVIOR

1. Be considerate and respectful to all members.
2. Refrain from demeaning, discriminatory, or harassing behaviour, materials, and speech.
3. Speak up if they observe anything at an event that conflicts with this Code of Conduct. If you are being harassed or feel uncomfortable, notice that someone else is being harassed, or have any other concerns, please contact a member of the event staff or raise with your Host immediately.

UNACCEPTABLE BEHAVIOR

Unacceptable behaviour from any member will not be tolerated. Unacceptable behaviour includes, but is not limited to:

1. Intimidating, harassing, abusive, discriminatory, derogatory, or demeaning speech, materials, or conduct by any Participants of the event and related event activities. Many event venues are shared with members of the public; please be respectful to all patrons of these locations.
2. Violence, threats of violence, or violent language directed against another person.

3. Sexist, racist, homophobic, transphobic, or otherwise discriminatory jokes and language.
4. Personal insults, particularly those related to gender, sexual orientation, race, religion, or disability.
5. Inappropriate photography or recording.
6. Taking of photos within the event environment for use on social media, without the prior permission of the individuals or owners of the content therein.
7. Any boisterous, lewd, or offensive behaviour or language, including but not limited to using sexually explicit or offensive language, materials or conduct, or any language, behaviour, or content that contains profanity, obscene gestures, or racial, religious, or ethnic slurs.
8. Failure to obey any rules or regulations of the event venue.

CONSEQUENCES OF UNACCEPTABLE BEHAVIOR

Unacceptable behaviour will not be tolerated. Anyone asked to stop unacceptable behaviour is expected to comply immediately. If a Participant engages in unacceptable behaviour, there may be action taken if it deems appropriate, including warning or expelling the offender from the event with no refund. For more egregious behaviour, AMI or IMLA may, in its reasonable discretion, temporarily ban or permanently expel a Participant from future events.

WHAT TO DO IF YOU WITNESS OR ARE SUBJECTED TO UNACCEPTABLE BEHAVIOR

If you are subjected to unacceptable behaviour, notice that someone else is being subjected to unacceptable behaviour, or have any other concerns, please notify AMI/IMLA, event staff or raise with the Host as soon as possible. Event staff will be available to assist those experiencing unacceptable behaviour to feel safe for the duration of the event. All reports will remain completely confidential.