



Southeastern Museums Conference (SEMC)

Virtual Programs Code of Conduct

The following Virtual Programs Code of Conduct was developed to ensure SEMC virtual programs remain a safe and respectful place for all attendees. Like all policies, it is a “living” document, and as such subject to refinement and expansion in the future.

Created August 2020

SEMC is committed to providing a safe, productive, and welcoming environment for all virtual meeting speakers, participants and SEMC staff and Committee members. All participants, including, but not limited to, attendees, speakers, volunteers, SEMC staff members, service providers, and all others are expected to abide by this Virtual Programs Code of Conduct. This Policy applies to all SEMC virtual meeting-related

events, including those sponsored by organizations other than SEMC but held in conjunction with SEMC events, on public or private platforms.

SEMC has zero-tolerance for any form of discrimination or harassment, including but not limited to racial or sexual harassment by participants or our staff at our virtual meetings and is committed to providing a welcoming and harassment-free space for its members and others who attend, participate in, and support the SEMC online programming.

SEMC staff, Council, and members are committed to honoring the diverse, equitable and inclusive practices that embrace and support people, and collaborative partners from all backgrounds. SEMC does not tolerate discrimination or harassment in any form amongst its membership and at its events.

Discrimination is the unjust or prejudicial treatment of others based on real or perceived characteristics or identities. Harassment includes but is not limited to:

- deliberate misgendering;
- derogatory comments in face-to-face and online spaces;
- intimidation or unwanted attention based on race, ethnicity, color, nationality, religion, age, class, ability, sex, gender identity, gender expression, sexual orientation, sexual identity, appearance/presentation, physical disability, and other characteristics or identities;
- racist, sexist, homophobic, transphobic, or otherwise discriminatory jokes or language;
- suggestions of retaliation by the harasser if the harassed person(s) reports;
- sustained, non-constructive disruption of programming
- threats or acts of violence;
- unwelcome sexual attention, including unwelcome comments or dialogue of a physical or sexual nature or unsolicited physical contact.
- unwelcome sexual attention, including unwelcome comments or dialogue of a physical or sexual nature or unsolicited comments in webinars, discussion boards, chat rooms, etc.
- Verbal abuse of any attendee, speaker, volunteer, SEMC staff member, service provider, or other meeting guest.
 - Examples of verbal abuse include, but are not limited to, verbal comments related to gender, sexual orientation, disability, physical appearance, body

size, race, religion, national origin, inappropriate use of nudity and/or sexual images in public spaces or in presentations, or threatening or stalking any attendee, speaker, volunteer, exhibitor, SEMC staff member, service provider, or other meeting guest.

- Disruption of presentations during sessions or at other events organized by SEMC throughout the virtual meeting. All participants must comply with the instructions of the moderator and any SEMC virtual event staff.

SEMC reserves the right to take any action deemed necessary and appropriate, including immediate removal from the meeting without warning or refund, in response to any incident of unacceptable behavior, and SEMC reserves the right to prohibit attendance at any future meeting, virtually or in person.

The purpose of this Code is strengthened when members communicate these problems when they arise. In accordance with this effort, participants at SEMC events are encouraged to immediately report instances of harassment that they experience or witness to the [SEMC Executive Director](#) and/or [SEMC Council members](#)

SEMC will investigate all complaints. Anyone who is found to have engaged in harassment will be subject to appropriate disciplinary action, which may include the following: (1) a written reprimand or censure; (2) a request for resignation from an SEMC Committee; (3) termination of the individual's membership, employment, engagement, and/or participation in current and/or future SEMC operated, sponsored and/or affiliated events. No individual will be retaliated against for making a complaint or assisting with the investigation of a complaint.

All participants in SEMC virtual programs and other SEMC programming acknowledge this policy and note their willingness to abide by it by registering and attending.