



# Code of Conduct

**RAD Summit 2019**

V1.1

## Purpose

We are committed to providing a friendly, safe and welcoming environment for all, regardless of gender, ethnicity, sexual orientation, ability, socioeconomic status, and religion (or lack thereof).

This code of conduct outlines our expectations for all those who participate in our conference, as well as the consequences for unacceptable behavior.

We invite all those who participate in RAD Summit to help us create safe and positive experiences for everyone.

## Expected Behavior

The following behaviors are expected and requested of all conference attendees:

- Participate in an authentic and active way. In doing so, you contribute to the health and longevity of this conference.
- Exercise consideration and respect in your speech and actions.
- Attempt collaboration before conflict.
- Refrain from demeaning, discriminatory, or harassing behavior and speech.
- Be mindful of your surroundings and of your fellow participants. Alert community leaders if you notice a dangerous situation, someone in distress, or violations of this Code of Conduct, even if they seem inconsequential.

## Unacceptable Behavior

The following behaviors are considered harassment and are unacceptable within our community:

- Violence, threats of violence, or violent language directed against another person.
- Sexist, racist, homophobic, transphobic, ableist or otherwise discriminatory jokes and language.
- Posting or displaying sexually explicit or violent material.
- Personal insults, particularly those related to gender, sexual orientation, race, religion, or disability.
- Inappropriate physical contact. You should have someone's consent before touching them.
- Unwelcome sexual attention. This includes, sexualized comments or jokes; inappropriate touching, groping, and sexual advances.
- Advocating for, or encouraging, any of the above behavior.

Alcohol will be available at the discretion of camp leadership and will only be served to attendees who are of legal drinking age (21). Attendees are expected to drink responsibly and respect other attendees who may not wish to consume alcohol.

Additionally, no weapons or illegal drugs will be allowed at RAD Summit. Weapons include, but are not limited to guns, explosives (including fireworks), and large knives such as those used for hunting or display, as well as any other item used for the purpose of causing injury or harm to others.

## Consequences of Unacceptable Behavior

Unacceptable behavior from any conference attendee, including sponsors and those with decision-making authority, will not be tolerated.

Anyone asked to stop unacceptable behavior is expected to comply immediately.

If an attendee engages in unacceptable behavior, the conference organizers may take any action they deem appropriate, up to and including a dismissal from the conference (without refund).

## Reporting Guidelines

If you are subject to or witness unacceptable behavior, or have any other concerns, please notify a camp counselor or conference organizer immediately.

Conference staff will be happy to help participants contact local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe during the conference.