



**Adult Advocacy
Centers**

Participant Code of Conduct

Our Pledge

The Adult Advocacy Centers is committed to providing a safe, productive and welcoming environment for all participants in any training hosted or managed by The Adult Advocacy Centers, no matter what role the participant plays or their background. This includes respectful treatment of everyone regardless of gender, gender identity or expression, sexual orientation, disability, physical appearance, age, body size, race, religion, national origin, ethnicity, level of experience, political affiliation, veteran status, pregnancy, genetic information, as well as any other characteristic protected under state or federal law.

All participants and guests are required to abide by this Code of Conduct.

Expected Behavior

All participants are expected to:

- Treat everyone with respect and consideration, valuing a diversity of views and opinions
- Be collaborative
- Communicate openly, critiquing ideas rather than individuals and gracefully accepting criticism
- Acknowledge the contributions of others
- Avoid personal attacks directed toward other participants
- Be considerate about personal space during in-person trainings
- Alert the Adult Advocacy Centers' staff if you notice a dangerous situation or someone in distress
- Respect the rules and policies of the training and venue or platform



Unacceptable Behavior

Unacceptable behavior includes but is not limited to:

- Harassment, intimidation or discrimination in any form
- Physical or verbal abuse by anyone to anyone, including repeated use of pronouns other than those requested
- Unwelcome sexual attention or advances
- Personal attacks directed at other guests, staff, participants, etc.
- Publishing others' private information, such as a physical or electronic address, without explicit permission
- Threatening or stalking anyone, including a participant
- Inappropriate use of sexual language, nudity or sexual imagery in any venue, including online trainings, in-person trainings or other gatherings
- Other conduct that could reasonably be considered inappropriate in a professional setting.

Consequences

- Anyone asked to stop unacceptable behavior is expected to comply immediately.
- The Adult Advocacy Centers' staff (or their designee) may take any action deemed necessary and appropriate, including immediately removing the participant from the training without warning or refund.
- The Adult Advocacy Centers reserves the right to prohibit attendance at a future event, training, meeting, or workshop.