

# Ascend Code of Conduct

## **AAHPM attendees must agree to this AAHPM Leadership Forum: Ascend Code of Conduct**

The American Academy of Hospice and Palliative Medicine is dedicated to the open exchange of ideas and freedom of thought in a harassment-free meeting experience. We are committed to running a successful virtual meeting which fosters inclusivity, mutual respect, and welcomes the diversity of all participants. We want to provide a safe environment for everyone regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, and any other status protected by laws during which this meeting is being held.

To ensure these goals are met during our virtual leadership forum, each presenter, speaker, and attendee must adhere to the following code of conduct. This document outlines the behaviors we expect at 2020 Ascend, what is expected behavior, and what is unacceptable behavior. The expected behavior extends to all sessions that are part of Ascend including pre-recorded sessions, live presentations as well as chat and other forms of interaction, both during the virtual meeting and in communication about Ascend, including social media. Event staff and their designated representatives will enforce this code throughout the event and act against those who do not comply. Actions may include but are not limited to a warning to cease their behavior, removal from 2020 Ascend or other AAHPM digital spaces, and/or barred from future meetings for a period or indefinitely.

### **Expected Behavior**

Ascend organizers expect participants to respect each other and behave in accordance with professional, civil standards and the *Ascend Code of Conduct*. Ascend participants should respect common sense rules for public behavior, common courtesy, and personal interaction. We acknowledge that cross-cultural communication can often be complicated and encourage everyone to consider the impact of their words and action on those with different backgrounds and experiences by respecting all meeting participants.

It is expected that all meeting participants make one another feel welcome in our virtual meeting. We strive to make this a respectful and collaborative space. AAHPM encourages its participants to lead by example to represent the best version of the Ascend community in what they say and do.

### **Unacceptable Behavior**

Harassment is unwelcome or hostile behavior, including speech that intimidates, creates discomfort, or interferes with a person's participation in a meeting or event. AAHPM will not tolerate harassment in any form, including but not limited to harassment based on gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age religion or any other status protected by laws in which the meeting is being held. Harassment includes but is not limited to verbal comments or imagery that reinforce social structures of domination, unwelcomed comments regarding a person's lifestyle choices and practices, abusive and offensive language or imagery, intimidation, stalking, inappropriate contact, harassing photography or recording, sexual imagery, sustained disruption of talks or events, and encouragement of unacceptable behavior.

Violations of any of the above policy should be reported immediately to any member of the AAHPM Board of Directors or to AAHPM staff. There will be consequences to participants who engage in unacceptable behavior. Actions may include but are not limited to a warning to cease their behavior, removal from 2020 Ascend or other AAHPM digital spaces, and/or barred from future meetings for a period or indefinitely.

AAHPM prohibits any discrimination or harassment not only during 2020 Ascend, but within all AAHPM digital spaces. Respect the security and privacy of our digital spaces and refrain from the above unacceptable behavior.

### **We're all in this together**

This document is designed to continue to strengthen our ability to safeguard and foster our communities' wellness and growth in a safe, productive space. The Code of Conduct provides clarity and expectations around our participants' behavior and responsibility.

*Parts of this Code of Conduct have been adapted from similar statements developed by other organizations.*