



Educational Events Code of Conduct

The American Academy of Hospice and Palliative Medicine (AAHPM) is dedicated to the open exchange of ideas and freedom of thought in a harassment-free educational event or experience.

All participants in any AAHPM sponsored event are asked to review and agree to this Code of Conduct. It is designed to strengthen our ability to safeguard and foster our communities' wellness and growth in a safe, productive space and provides clarity and expectations for our participants' behavior and responsibility.

AAHPM is committed to hosting successful educational events that foster inclusivity, mutual respect, and welcome the diversity of all participants. We aim 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 event is being held.

To ensure these goals are met, each faculty, moderator and attendee are expected to adhere to the following code of conduct in all aspects of AAHPM programming, including social media. Staff and their representatives will enforce this code throughout the event and address those who do not comply. Actions may include a warning to cease their behavior and removal from the event (virtual or in-person) and related digital spaces.

Expected Code of Conduct

Academy leaders and organizers expect participants, faculty and moderators to respect each other and behave in accordance with professional, civil standards and the *Code of Conduct*. They 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 actions on those with different backgrounds and experiences by respecting all meeting participants, faculty and moderators.

It is expected that all participants, faculty and moderators make one another feel welcome in our learning environments. We strive to make this a respectful and collaborative space and

encourage all to lead by example to represent the best version of the hospice and palliative care community in what they say and do.

Unacceptable Behavior

Harassment and hostile behaviors are unacceptable. We 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. 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. Any hostile behavior, including using words that intimidate, create discomfort or interfere with a person's participation in the event, will not be tolerated.

Violations of any of the above policy should be reported immediately to any member of the AAHPM staff.

We prohibit any discrimination or harassment within all AAHPM physical and digital spaces. We ask that participants respect the security and privacy of our learning spaces and refrain from the above unacceptable behavior.

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