2027 Annual Assembly Code of Conduct

All participants are asked to review and agree to this Code of Conduct.

The Annual Assembly of Hospice and Palliative Care Code of Conduct 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 around our participants' behavior and responsibility.

The Code of Conduct is a living document subject to changes and while reviewed annually, may be updated if issues and situations arise. It is not exhaustive and violations of the spirit of the document are not allowed.

The American Academy of Hospice and Palliative Medicine (AAHPM) and the Hospice and Palliative Nurses Association (HPNA) are dedicated to the open exchange of ideas and freedom of thought in a harassment-free meeting experience. We are committed to hosting a successful meeting which fosters inclusivity, mutual respect, and welcomes 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 meeting is being held.

To ensure these goals are met during the Annual Assembly, each faculty, moderator and attendee is expected to adhere to the following code of conduct in all aspects of the Assembly 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 up to and including removal from **2027 Annual Assembly** and/or related digital spaces.

Expected Code of Conduct

Annual Assembly 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 complex 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 meeting participants, faculty and moderators will make one another feel welcome in the meeting. We strive to make this respectful and collaborative space and

encourage all to lead by example to represent the best version of the hospice and palliative care community.

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, unwelcome 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.

Related unacceptable behaviors include, but are not limited to:

- Disregard of stated rules and regulations of our host site. Willful behavior which puts at serious risk your own, or someone else's, health or safety.
- Distribution of materials of any kind outside of the designated Exhibit Hall space and without prior written approval from AAHPM and HPNA.
- Violations of the above policy should be reported immediately to any member of the AAHPM or HPNA staff.

We prohibit any discrimination or harassment not only during the 2027 Annual Assembly, but within all AAHPM and HPNA physical and digital spaces. We ask that participants respect the security and privacy of our digital spaces and refrain from the above unacceptable behavior.

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