

IMPROVE Code of Conduct

IMPROVE is a welcoming, respectful, inclusive, and collaborative program. The IMPROVE Code of Conduct applies to all activities or spaces hosted by IMPROVE (in-person and virtual).

Participants in IMPROVE events are respectful of their colleagues.

Respectful Behavior

Respectful behavior includes being punctual, not interrupting speakers, avoiding side conversations, and being open-minded to new ideas and constructive suggestions.

Unacceptable Behavior

- Personal attacks, including insults, demeaning comments, or belittling another person, or use of derogatory language. Derogatory language includes hurtful or harmful language related to: ability, age, background, caste, ethnicity, family status, gender identity, geographic location, marital status, nationality, native language, physical appearance, political affiliation, race, religion, sex, sexual orientation, or socioeconomic status.
- Unwelcome sexual attention or sexual physical contact. This includes sexualized comments, jokes, or imagery in any context, as well as groping, or sexual advances.
- Intentionally touching a person without permission, including their hair, pregnant stomach, or mobility device (wheelchair, scooter, etc.). This also includes physically blocking or intimidating another person.
- Use or being under the influence of alcohol or recreational drugs.

Reporting Procedures

If you have experienced unacceptable behavior as described above, please speak to the Steering Committee Chair, or contact someone on the IMPROVE Steering Committee. Illegal behavior will be reported to the appropriate law enforcement agency. In the case of a threat to personal or public safety, call 911.

Contact information for the Steering Committee as of January 2025 is below.

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Consequences

Violators of the Code of Conduct will be asked to leave at the Chair's discretion. In the case of virtual participation, violators will be removed. Future participation or attendance at IMPROVE events for individuals who violate the Code will be at the discretion of the IMPROVE Steering Committee.

Accountability

If IMPROVE fails to meet these guidelines, the IMPROVE Steering Committee will identify problems and adjust policy and practice. IMPROVE will facilitate the use of inclusive technology when possible.