



ABRF Virtual Programs Code of Conduct

ABRF is committed to providing a safe, productive, and welcoming environment for all meeting participants. All participants, including, attendees, speakers, volunteers, exhibitors, service providers, and all others are expected to abide by this Virtual Programs Code of Conduct. This Policy applies to all ABRF meetings and events, including those sponsored by organizations other than ABRF but held in conjunction with ABRF events, on public or private platforms.

ABRF has zero-tolerance for any form of discrimination or harassment by participants or our staff at our meetings. If you experience harassment or hear of any incidents of unacceptable behavior, ABRF encourages you to complete the [incident report form](#) and inform either the ABRF Executive Director (ed@abrf.org) or the ABRF President (abrf@abrf.org) so that we can take the appropriate action

Unacceptable Behavior is defined as:

- Harassment, intimidation, or discrimination in any form.
- Verbal abuse of any attendee, speaker, volunteer, exhibitor, service provider, or other meeting guest.
- Examples of verbal abuse include, but are not limited to, verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, inappropriate use of nudity and/or sexual images in public spaces or in presentations, or threatening or stalking any attendee, speaker, volunteer, exhibitor, service provider, or other meeting guest.
- Disruption of presentations during sessions, in the exhibit hall, or at other events organized by ABRF. All participants must comply with the instructions of the moderator and any ABRF virtual event staff.
- Presentations, postings, and messages should not contain promotional materials, special offers, job offers, product announcements, or solicitation

for services. ABRF reserves the right to remove such messages and potentially ban sources of those solicitations.

- Participants should not copy or take screen shots of Q&A or any chat room activity that takes place in the virtual space.

ABRF reserves the right to take any action deemed necessary and appropriate, including immediate removal from any event without warning or refund, in response to any incident of unacceptable behavior, and ABRF reserves the right to prohibit attendance at any future event, virtually or in person.