

Germanna Foundation Participant Code of Conduct

February 9, 2023

Germanna Foundation is committed to providing an environment that encourages the free expression and exchange of ideas and promotes equal opportunities and respectful treatment for all participants. All participants in Germanna Foundation events, digital forums, and social media managed by the organization, and during regular operation are expected to treat others with respect and consideration, follow designated rules, and alert Germanna Foundation facilitators and/or staff of any inappropriate behavior.

Germanna Foundation prohibits and will not tolerate any form of incivility, harassment, bullying, or microaggressions, whether in person, online, or hybrid format. Germanna Foundation will not tolerate inappropriate language or disparaging remarks about or microaggressions toward any individual(s), group(s), or organization(s), or situations where participants attempt to inappropriately direct conversations to other topics.

Harassment is defined by Germanna Foundation as unwanted and unwelcome attention or other conduct that creates an environment where a reasonable person would feel unwelcome, uncomfortable, intimidated, excluded, or abused. Harassment based on gender, race, religion, national origin, age, marital status, personal appearance, sexual orientation, gender identity or expression, family responsibilities, genetic information, disability, matriculation, political affiliation, and any other personal characteristic is strictly prohibited.

Bullying is the persistent exposure to interpersonal aggression and mistreatment from colleagues, superiors, or subordinates.

Microaggressions are verbal, behavioral, or environmental slights, whether intentional or unintentional, that communicate hostile, derogatory, or negative attitudes.

Violation of this code of conduct may result in an individual being asked to leave the event at which the incident occurred without warning or refund; being barred from attending or participating in Germanna Foundation events/programs/social media in the future; and, if relevant, being barred from or revocation of membership in the organization.

Event security and/or local police may be contacted if the Code of Conduct violator poses an imminent threat to others or are disrupting the event. This also applies to online or hybrid events.

This policy applies to all participants, attendees, speakers, exhibitors, contractors, volunteers, and guests at Germanna Foundation-sponsored events/forums/social media and during regular daily operations. If an individual experiences or witnesses a violation of the Event Code of Conduct, they should contact Germanna Foundation staff as soon as possible.

All complaints will be responded to promptly, treated seriously and, to the extent possible, confidentially. Germanna Foundation expressly forbids any retaliation against individuals for reporting harassment. Similar actions may also be taken against any individual who knowingly provides false information regarding a harassment situation.