



ATRA Annual Conference Code of Conduct

In an effort to create a welcoming and inclusive environment, all event participants are expected to behave in accordance with professional standards, this Code of Conduct, their respective employer's policies governing appropriate workplace behavior, and applicable laws.

1. Respectful and Inclusive Environment
 - 1.1. Treat all conference participants with respect, regardless of their race, ethnicity, gender, sexual orientation, age, disability, or any other characteristic.
 - 1.2. Foster an inclusive environment that values diverse perspectives and promotes equal opportunities for all attendees.
 - 1.3. Avoid offensive language, derogatory remarks, or discriminatory behavior towards any individual or group.
 - 1.4. Encourage a spirit of collaboration, knowledge sharing, and constructive feedback among participants.
 - 1.5. Engage in respectful dialogue and discussions, even when opinions may differ.
2. Professional Conduct
 - 2.1. Engage in professional and courteous behavior at all times during the conference.
 - 2.2. Refrain from disruptive or aggressive actions that may interfere with others' ability to participate or enjoy the event.
 - 2.3. Be mindful of your words and actions, ensuring they align with the principles of professionalism and ethical conduct.
 - 2.4. Respect the confidentiality of any sensitive information shared during sessions or conversations.
3. Harassment-Free Environment
 - 3.1. Harassment in any form, including but not limited to verbal, written, visual, or physical, will not be tolerated.

- 3.2. Respect personal boundaries and do not engage in unwelcome advances, inappropriate comments, or any behavior that makes others uncomfortable.
 - 3.3. Exhibitors should not use sexualized images, activities, or other material in their booths and must refrain from the use of sexualized clothing, uniforms, costumes, or otherwise creating a sexualized environment.
 - 3.4. Speakers should not use sexual language, images, or any language or images that would constitute harassment as defined above in their talks.
4. Compliance with Applicable Laws and Policies
 - 4.1. Comply with all relevant local, national, and international laws during the conference.
 - 4.2. Adhere to the policies and guidelines set forth by the conference organizers and venue authorities.
5. Use of Conference Resources
 - 5.1. Utilize conference resources, such as equipment, materials, and facilities, responsibly and in accordance with the provided guidelines.
 - 5.2. Do not misuse or damage conference property or engage in any activities that may disrupt the smooth functioning of the event.
6. Compliance with Health and Safety Measures
 - 6.1. Follow all health and safety guidelines provided by the conference organizers and venue, including but not limited to COVID-19 protocols, fire safety regulations, and emergency procedures.
7. Reporting Violations
 - 7.1. Report any incidents of harassment promptly to the conference organizers or designated staff member, Dr. Dawn DeVries in person or via email (atradawn@gmail.com).
 - 7.2. Report any violations of this code of conduct or any concerns about inappropriate behavior to the conference organizers or designated staff member, Dr. Dawn DeVries in person or via email (atradawn@gmail.com).
 - 7.3. All reports will be treated with utmost confidentiality, and appropriate action will be taken based on the severity and nature of the reported violation.
8. Consequences of Non-Compliance
 - 8.1. Violations of this code of conduct may result in penalties, including but not limited to warnings, removal from the event without refund, and future exclusion from participating in similar events.