

NONDISCRIMINATION AND ANTI-HARASSMENT POLICY AND CODES OF CONDUCT

ADLM is committed to providing a safe, productive, and welcoming environment for all who engage in ADLM programs and activities. Such an environment is free from discrimination in any form and for any reason, such as ethnic or national origin, race, religion, citizenship, language, sex, gender identity, sexual orientation, physical or mental ability, physical appearance, age, or socioeconomic status. To this end, ADLM has developed a code of conduct that applies across the organization. The code ensures that ADLM members, customers, partners, staff, exhibitors, and others, during their engagement in ADLM activities and programs, remain free from all forms of harassment and bullying.

Codes of Conduct:

ADLM maintains the following expectations so that all participants are treated with equal consideration and respect. Those who engage in any aspect of ADLM's business activities will:

- Foster an environment free from discrimination in any form and for any reason, such as ethnic or national origin, race, religion, citizenship, language, sex, gender identity, sexual orientation, physical or mental ability, physical appearance, age, or socioeconomic status.
- Act with respect, integrity, and dignity in support of others, rejecting all forms of harassment (i.e., stalking) and bullying against any person for any reason.
- Promote a spirit of collaboration and inclusion with others.
- Respect common-sense rules for public behavior, personal space and interaction, courtesy, respect for private property, and inappropriate use of nudity and/or sexual images in public spaces or in presentations.
- Be considerate and respectful of differing viewpoints and exercise sensitivity when expressing their own views.
- Refrain from advancing divisive, inflammatory, or demeaning ideas or language.
- Refrain from prohibited behaviors including abusive behaviors, intimidation, stalking, inappropriate physical contact, unwelcome sexual attention, and inappropriate photography.
- Refrain from any form of verbal abuse. Examples of verbal abuse include, but are not limited to, verbal threats or comments related to ethnic or national origin, race, religion, citizenship, language, sex, gender identity, sexual orientation, physical or mental ability, physical appearance, age, or socioeconomic status.

- Respect the rules and policies of ADLM, meeting venues, hotels, and the city in which a program or activity takes place.
- Refrain from disruption of presentations during ADLM programs or events in any form. At ADLM live or virtual meetings, presentations, postings, and messages should not contain promotional materials, special offers, job offers, product announcements, or solicitation for services. ADLM reserves the right to remove such messages and potentially ban sources of those solicitations.

ADLM Membership Code of Conduct

In addition to the universal ADLM Codes of Conduct outlined above, ADLM members will follow [ADLM's ethical guidelines for the profession](#) and comply with the following additional principles. These apply to all ADLM activities and programs, including governance, sponsored events, and online presence, including social media:

- Respect and acknowledge the interests of the association as determined by its Board, its mission, by-laws, and prudent business practices.
- Refrain from using ADLM membership, including an official leadership or elected position in the association, for personal advantage or the perception of such. (This may include personal financial gain or unapproved promotion of employer).
- Protect the confidentiality of private information and discussions (including member directory, financial information, ADLM Artery, and other online communications).
- Conduct personal behavior to positively reflect on the Association.
- Disclose conflicts of interest when participating in leadership positions.
- Tender resignation from membership if unable to serve in accordance with the provisions of this code.

Adopted September 11, 2020