



## **Binc Foundation Code of Conduct**

### **Please be aware of our event Code of Conduct.**

The Book Industry Charitable (Binc) Foundation is committed to providing a professional, friendly, safe, and welcoming environment for all participants at its meetings, regardless of gender, sexual orientation, disability, race, ethnicity, religion, national origin, or other protected class.

All attendees, speakers, agents, sponsors, volunteers, and staff at our events (virtual and live) are required to agree with the following code of conduct, and we expect cooperation from all participants to help ensure a safe, harassment-free environment for everybody.

Unacceptable behavior includes but is not limited to:

- Intimidating, harassing, abusive, discriminatory, derogatory, or demeaning speech or actions.
- Harmful or prejudicial verbal or written comments or visual images related to gender, sexual orientation, race, religion, disability, or other personal characteristics, including those protected by law.
- Inappropriate use of nudity and/or sexual images.
- Real or implied threat of professional or financial damage or harm.
- Inappropriate disruption of meetings or events.
- Photographing, video, or audio recording of slides, oral, or poster presentations without presenter/author's permission.
- Off-color or obscene jokes, remarks, or gestures.
- Violating the rules and regulations of the online platform

Participants asked to stop any harassing behavior are expected to comply immediately. Binc Foundation has a zero-tolerance policy. Consequences of misconduct may include immediate removal from meeting or event without warning and/or restrictions from future meetings or events.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of Binc Foundation staff involved in the event immediately. All reports are confidential. You may also report harassment and disruptive behaviors to Binc Foundation staff at [info@bincfoundation.org](mailto:info@bincfoundation.org). We value your attendance, and more importantly, your safety. Thank you!