

## ***SABER Code of Conduct***

SABER is committed to creating and providing a professional and welcoming environment for all participants, regardless of gender, LGBTQ+ status, disability, race, ethnicity, religion, national origin or other protected class. The SABER community expects all participants to help ensure a safe and positive experience for everyone.

Expected professional behavior of attendees includes:

- Treating conference attendees with respect and consideration;
- Communicating clearly and thoughtfully while being mindful of views and opinions different from your own;
- Contributing respectful, productive critiques;
- Understanding that photographing slides of oral presentations and posters is acceptable only for educational purposes. Oral presentations and posters that are not acceptable for photographing should be indicated on the title slides or poster by the presenter.

Unacceptable behaviors will not be tolerated during any portion of a SABER sanctioned activity, including, but not limited to, the conference events, travel to and from the conference, and social times during the meeting. Unacceptable behaviors of attendees include, but are not limited to, the following:

- Intimidating, harassing, abusive, discriminatory, derogatory or demeaning speech or actions by any attendee;
- Harmful or prejudicial macro- or microaggressions, verbal, or written comments or visual images that are offensive and unwelcome related to gender, sexual orientation, race, religion, disability or other personal characteristics including epithets, slurs, and negative stereotyping;
- Nonverbal harassment including distribution, display, or discussion of any written or graphic material that ridicules, denigrates, insults, belittles, or shows hostility, aversion, or disrespect toward an individual or group because of age, gender, race, socioeconomic status and socioeconomic origins, ethnicity, national origin, religion, LGBTQ+ status, disability, health conditions, political affiliation, marital status, domestic status, parental status, or any other applicable basis proscribed by law;
- Inappropriate use of nudity and/or sexual images in public spaces, harassing photography;
- Deliberate intimidation, stalking, or following;
- While photography is permitted unless otherwise specified, audio/video recording of scientific and other sessions without the permission of the presenter;
- Inappropriate disruption of scientific sessions or other events;
- Unwelcome and uninvited contact, physical assault (including unwelcome touching or groping), real or implied threat of physical harm;
- Real or implied threat of professional or financial damage or harm.

If you witness or are the recipient of unacceptable behavior please consider the following possible actions:

1. If you feel comfortable doing so, contact local authorities to report the incident if the behavior is criminal in nature.
2. Promptly create a written detailed summary for future recall.
3. You may notify any of the following individuals:  
Diversity and Inclusion Committee Co-Chairs: Sara Brownell: [sbrownel@asu.edu](mailto:sbrownel@asu.edu) and  
Jeff Schinske: [schinskejeff@fhda.edu](mailto:schinskejeff@fhda.edu)  
President: Jenny Knight : [knight@colorado.edu](mailto:knight@colorado.edu)

In the future, we will provide google phone numbers for contacts, and an unacceptable behavior form which will be accessible electronically.

Information related to reported unacceptable behavior will be handled discreetly and promptly. Complaints will be investigated in a timely manner by SABER or a third party on SABER's behalf.

Those who are in violation of SABER's code of conduct will be asked to stop unacceptable behavior immediately and if deemed necessary, depart the meeting at their own expense. SABER reserves the right to prohibit attendance at any future meeting for violation of the above.

Direct all inquiries to the co-chairs of the SABER Diversity and Inclusion Committee.