

TORCH Annual Meeting Code of Conduct

The TORCH Annual Meeting organizers value the diversity of views, expertise, opinions, backgrounds, and experiences reflected within our community and are committed to providing a safe, productive, and welcoming environment for all participants. This Code of Conduct is important for promoting diversity and creating an inclusive, supportive, and collaborative environment for all people and cultures. All event participants – including, but not limited to, attendees, speakers, personnel, members of the media, and service providers are expected to abide by this Code of Conduct. We expect everyone to respect the following list of behaviors:

Expected Behavior

- Treat everyone with kindness, respect, and consideration, valuing a diversity of views and opinions (including those you may not share).
- Exhibit professional behavior at all times.
- Communicate openly, with respect for others, critiquing ideas rather than individuals.
- Make space for new people to join in your conversations.

Unacceptable Behavior

- Harassment, intimidation, or discrimination in any form including, but not limited to:
 - Written, or verbal abuse
 - Exclusionary behavior and microaggressions related to age, appearance or body size, employment or military status, ethnicity, gender identity and expression, individual lifestyle, marital status, national origin, physical or cognitive ability, political affiliation, sexual orientation, race, or religion
 - Unwanted sexual attention
 - Use of sexual or discriminatory images or language
 - Deliberate intimidation, stalking, or following
 - Sustained disruption of talks or other events
 - Bullying behavior, including intentional microaggressions
 - Retaliation for reporting unacceptable behavior
- Unacceptable behavior intended in a joking manner still constitutes unacceptable behavior.
 - avoid jokes about a specific group (like “undergrads”)
 - avoid making derogatory comments toward a specific individual
- Use of profanity or offensive language is unacceptable.

Reporting Incidents

If you feel that you are the subject of unacceptable behavior, have witnessed any such behavior, or have other concerns, report the incident to the email address below as soon as possible. Conference organizers will work with you to resolve the situation. Conference organizers will treat all reports seriously and will work to understand the situation through prompt investigation, including conversations with relevant individuals and witnesses before determining an appropriate course of action. **Contact information to Report an Incident:**

mara.hosaka@austin.utexas.edu

Consequences

- Anyone requested to stop a behavior by event facilitators is expected to comply immediately.
- Event Facilitators may take any action deemed necessary and appropriate, including immediate removal from the meeting without warning.
- Conference organizers reserve the right to prohibit attendance at any future meeting.
- Further action may be deemed necessary to address egregious acts.