

# ESWP Code of Conduct

The Engineers' Society of Western Pennsylvania (ESWP) promotes a welcoming environment at its conferences, meetings and events that is safe, collaborative, supportive and productive for all participants, including attendees, volunteers, exhibitors, staff, guests, and service providers. We value individual diversity of views, expertise, opinions, backgrounds and experiences reflected among the conference attendees. To that end, we expect all persons to abide by the following Code of Conduct. This Code of Conduct applies to all ESWP-sponsored events, regardless of location.

## EXPECTED BEHAVIOR

1. Treat everyone with respect, civility and consideration. Observe personal boundaries set by others.
2. Communicate openly and thoughtfully with others and be considerate of the multitude of views and opinions that are different than your own. Listen to others with curiosity. Avoid raising your voice to drown out others.
3. Be respectful in your critique of ideas.
4. Be mindful of your surroundings and of others.
5. Respect property, both physical and proprietary. Ask permission before copying. If you damage something, tell the owner and apologize.
6. Respect the rules and policies of all venues associated with the meeting.
7. Alter your own behavior when asked to do so.

## UNACCEPTABLE BEHAVIOR

Examples of unacceptable behavior include, but are not limited to:

1. Harassment, intimidation, or discrimination in any form.
2. Physical or verbal abuse of any attendee, speaker, volunteer, exhibitor, conference organizer, service provider or other meeting guest.
3. Demeaning, harassing aggressive, intimidating or otherwise inappropriate comments, behavior or displays, for example related to age, gender, sexual orientation, disability, physical appearance, race, religion, veteran status, national origin, or other protected category.



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4. Inappropriate use of nudity and/or sexual images in public spaces or in presentations.
5. Threatening conduct or stalking any attendee, speaker, volunteer, exhibitor, or service provider.
6. Disruption of any presentations at the conference or other associated events.
7. Taking photographs, and/or video recordings or live streaming of participants' presentations' during any portion of the conference or workshops without first securing written permission from the ESWP.
8. Unauthorized copying of confidential and/or proprietary information or work product, including taking photographs of any presentations labeled as confidential and/or proprietary.
9. Spreading false or malicious information.

## CONSEQUENCES

- ESWP will not tolerate inappropriate behavior reserves the right to act in their best judgment to prevent further problems. Violations of this Code of Conduct can be reported to ESWP by email to [eswp@eswp.com](mailto:eswp@eswp.com), or telephone at 412-261-0710, ext. 10
- Anyone requested to stop any unacceptable behavior is expected to comply immediately.
- Consequences may include:
  - immediate removal from the meeting or event without warning or refund;
  - Removal of inappropriate content;
  - Denial of access to future ESWP meetings and events, both virtual and in-person.

