



## Michigan Association for the Education of Young Children

### Michigan AEYC Event Code of Conduct

Michigan AEYC is committed to providing a professional, collegial, supporting, respectful, friendly, safe, and welcoming environment for all participants and Michigan AEYC staff regardless of a person's race, color, ethnicity, national origin, citizenship status, age, religion, disability status, gender, gender identity, sexual orientation, genetic information, physical appearance or other characteristic and any other legally protected classes.

All participants, including, but not limited to attendees, speakers, volunteers, exhibitors, sponsors, staff, service providers and others are expected to comply with this Event Code of Conduct. Michigan AEYC expects participants and speakers to uphold the professional and educational purposes of NAEYC and its events by respecting the rights, privacy, safety, and dignity of everyone.

#### Expected Behavior:

- All participants are treated with respect and consideration, valuing a diversity of views and opinions.
- Strive for inclusive, transparent, and open communication.
- Be considerate, respectful, and collaborative in speaking and listening.
- Do not appropriate knowledge shared during this meeting or future collaborations.
- Acknowledge the contribution of others.
- Respect the rule and policies of Meeting.
- Comply with the safety protocols prescribed by Michigan AEYC and the event venues including protocols in place for COVID-19.
- Participants will not bring any children under the age of 18 into the event including exhibit and session areas.

#### Unacceptable Behavior

Unacceptable behavior will not be tolerated during any portion of a meeting or event. Unacceptable behavior includes but is not limited to:

- Intimidating, harassing, abusive, discriminatory, derogatory, or demeaning speech or actions.
- Individual attacks on others.
- 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.
- Real or implied threat of professional or financial damage or harm.
- Inappropriate or repeated disruption of meetings or events.
- Deliberate intimidation of others.
- Photographing, video, or audio recording of slides, oral or poster presentations without presenter/author's permission.
- Presentations, postings, and messages should not contain promotional materials, special offers, job offers, product announcements, or solicitation for services. Michigan AEYC reserves the right to remove such messages and potentially ban sources of those solicitations.

**Reporting Harassment to Michigan AEYC:** Report harassment and disruptive behaviors to Michigan AEYC staff at [miaeyc@miaeyc.org](mailto:miaeyc@miaeyc.org).

Violation of this Policy, as determined by Michigan AEYC in its sole discretion, is grounds for any action that Michigan AEYC deems appropriate, including but not limited to warning the offender, denying the offender access to a Michigan AEYC event and restrictions from future Michigan AEYC meetings and events. Michigan AEYC reserves the right to take whatever action it, in its sole discretion, deems appropriate, with respect to the investigation of any matters related to this Policy.