

Conduct Policy v101112 – Approved by the Board of Directors October 11, 2012

M³AAWG is dedicated to making our meetings and business open to all members and guests and to making it a safe place for all. We do not tolerate harassment of any kind. We insist that all participants, attendees and meeting staff adhere to a civil demeanor at all times. This includes refraining from inappropriate language, comments and behavior, in person or by electronic communications and/or public or semi-public social media. In accordance with applicable law, M³AAWG prohibits sexual harassment and harassment because of race, color, gender, age, religion, disability, sexual orientation or any other basis protected by federal, state or local law.

Participants, attendees and meeting staff who are being harassed, intimidated, or are dealing with otherwise improper behavior are encouraged to report it immediately to the M³AAWG Executive Director or a Board member without fear of repercussion.

Alternate methods of reporting issues include: email to the Executive Director, jerry.upton@m3aawg.org, or if needed, calling the local police department.

Anyone who is found to be in violation of this policy may be handled in any one or more of these methods, depending on the offense:

- Warning
- Expulsion
- Contacting of employer
- Contacting the police or other legal authorities

Actions stronger than a warning will be taken at the discretion of the M³AAWG Board of Directors. **M³AAWG reserves the right to remove any participant or attendee at any time for any reason.**

The policy also extends outside of the meeting rooms to include all areas of the meeting hotel and social gatherings sponsored by M³AAWG or M³AAWG member organizations.