



# ECU

Academic Library Services  
Paraprofessional Conference

## CODE OF CONDUCT

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Academic Library Services and the Paraprofessional Conference are dedicated to providing all participants including attendees, speakers, exhibitors, staff, and volunteers with a discrimination and harassment-free environment based on the following protected classes of: race/ethnicity, color, genetic information, national origin, religion, sex (including pregnancy and pregnancy-related conditions), sexual orientation, gender identity, age, disability, political affiliation, and veteran status. In order to provide an environment where diverse participants may learn, share, and network, we specifically prohibit the following behaviors:

- Harassment or intimidation based on the above protected classes.
- Sexual Assault, Offensive Touching, Sexual Exploitation, Stalking, Sexual or Gender-Based Harassment, or complicity in the commission of these acts. This would include unwelcome sexual attention or advances, sexualized comments or jokes or posting or displaying sexually explicit or violent material.
- Violence, threats of violence or violent language directed against another person; including personal insults, particularly those related to a protected class; including yelling at or threatening speakers (verbally or physically).
- Posting or threatening to post other people's personally identifying information ("doxing").
- Any behavior that a reasonable person would find intimidating, hostile, or offensive from a subjective and objective perspective.
- Sustained disruption of community events, including talks and presentations; including inappropriate photography or recording.
- Advocating for, or encouraging, any of the above behavior.

Speakers are asked to frame discussion as openly and inclusively as possible and to be aware of how language or images may be perceived by others. Attendees may exercise their option to leave a session or conversation at any time.

All participants are expected to observe these rules and behaviors throughout the Conference. Participants asked to stop a hostile or harassing behavior are expected to comply immediately. Violators will be expelled from the Conference without refund at the discretion of Conference staff. Attendees seek the opportunity to learn, network, and have fun. Please do so responsibly and with respect of the right of others to do the same.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of the conference staff immediately.

All reports will be fully investigated and the appropriate course of action will be taken. If necessary, ECU's Office for Equity and Diversity (OED), Office of Student Rights and Responsibilities, Library Security, ECU Police, or Greenville Police may be involved. A follow-up report will be made to the person(s) who report the harassment or other concerns.

To address the many forms of harassment and discrimination, the University has policies and regulations in place including, but not limited to, the Notice of Nondiscrimination and Affirmative Action Policy and the Regulation on Sexual Harassment and Gender-Based Harassment and Other Forms of Interpersonal Violence. These policies and regulations are posted widely and are available on the OED's website at [www.ecu.edu/oed](http://www.ecu.edu/oed) and the University Policy Manual at <http://www.ecu.edu/PRR>. OED welcomes the opportunity to speak with anyone who has concerns, questions, or would like additional information on the Office's policies, programs, and resources. They can be reached at (252) 328-6804.