

BEBPA Meetings Code of Conduct

BEBPA is dedicated to fostering a safe, inclusive, and productive environment for all meeting participants and staff. This Code of Conduct applies to all BEBPA events, whether in-person, virtual, or hybrid.

All participants—including attendees, speakers, volunteers, industry partners, exhibitors, BEBPA staff, service providers, and others—are expected to adhere to this Code of Conduct. By participating in BEBPA events, you agree to uphold these standards and report any violations.

Core Principles

BEBPA is committed to:

- Promoting mutual respect and inclusion.
- Encouraging the free exchange of ideas in a respectful manner.
- Maintaining a harassment-free environment for all individuals, regardless of personal attributes, beliefs, or identities.

Code of Ethical Conduct

Participants are expected to:

- Act with respect, consideration, and professionalism toward others.
- Engage in collaborative, thoughtful, and constructive interactions.
- Avoid demeaning, discriminatory, threatening, or harassing behaviors or speech.
- Be aware of your surroundings and the well-being of others; report dangerous, inappropriate, or distressing situations to BEBPA staff.

Unacceptable Conduct

BEBPA will not tolerate:

- Harassment or discrimination based on gender, sexual orientation, disability, physical appearance, race, religion, national origin, or other personal characteristics.
- Verbal or physical abuse, intimidation, or threats that create an unsafe or disruptive environment.
- Inappropriate behavior, including offensive comments, unwelcome advances, stalking, harassing photography or recording, and displaying explicit or inappropriate imagery.
- Disrupting events, including interrupting presentations or failing to comply with instructions from moderators or BEBPA staff.

Recording and Sharing Restrictions

Recording, photographing, or sharing any presentation, session, or other aspects of a BEBPA event without explicit permission is strictly prohibited.

Reporting a Violation

If you witness or experience behavior that violates this Code of Conduct, promptly report it to BEBPA staff or:

- Catherine Pritchett, Vice President of Operations, (cpritchett@bebpa.org)
- Karen Bertani, Director of Events, (karen.bertani@bebpa.org)

BEBPA is committed to handling all reports discreetly and thoroughly, ensuring appropriate action is taken.

Consequences of Unacceptable Behavior

- Any participant asked to stop inappropriate behavior is expected to comply immediately.
- BEBPA reserves the right to take any necessary action, including removal from the event without warning or refund, prohibition from future events, or other disciplinary measures.
- Participants are required to cooperate fully with investigations into violations of this Code. Outcomes of investigations may be shared with those who reported the incident, but details will be limited to protect confidentiality.

BEBPA appreciates your cooperation in creating a positive and respectful environment for all.