

# IADR ANZ Division

## Professional Conduct at Meetings Policy

### 1. Purpose

The International Association for Dental Research (IADR) aims to be inclusive to the largest number of contributors, with the most varied and diverse backgrounds possible. As such, we are committed to providing a friendly, safe and welcoming environment for all, regardless of gender, sexual orientation, ability, ethnicity, socioeconomic status or religion.

The IADR Professional Conduct at Meetings Policy outlines our expectations for all those who participate in the IADR Meeting & Exhibition as well as the consequences for unacceptable behaviour.

We expect all participants of the IADR Meeting to create safe and positive experiences for everyone. “Participant” in this policy refers to anyone present at the IADR Meeting, including staff, contractors, vendors, exhibitors, venue staff, members and all attendees.

### 2. Expected behaviour

**We expect all participants at the IADR Meeting (attendees, members, vendors, exhibitors, contractors, staff and venue staff) to abide by this IADR Professional Conduct at Meetings Policy in all venues at the IADR Meeting, including ancillary events and official and unofficial social gatherings.**

- Exercise consideration and respect in your speech and actions.
- Refrain from demeaning, discriminatory, or harassing behaviour and speech.
- Be mindful of your surroundings and of your fellow participants.
- Alert community leaders if you notice a dangerous situation, someone in distress or violations of this IADR Professional Conduct at Meetings Policy, even if they seem inconsequential.

### 3. Unacceptable behaviour

Unacceptable behaviours include:

- intimidating, harassing, abusive, discriminatory, derogatory or demeaning speech or actions by any participant at the IADR Meeting, at all related events and in one-on-one communications carried out in the context of the IADR Meeting. The IADR Meeting event venues may be shared with members of the public; please be respectful to all patrons of these locations.

- harmful or prejudicial verbal or written comments or visual images related to gender, sexual orientation, race, religion, disability, age, appearance or other personal characteristics.
- inappropriate use of nudity and/or sexual images in public spaces (including presentation slides ).
- deliberate intimidation, stalking or following.
- harassing photography or recording.
- sustained disruption of talks or other events.
- unwelcome and uninvited attention or contact.
- physical assault (including unwelcome touch or groping).
- real or implied threat of physical harm.
- real or implied threat of professional or financial damage or harm.

Exhibitors in the Exhibit Hall, sponsor or vendor booths, or similar activities are also subject to the IADR Professional Conduct at Meetings Policy. In particular, exhibitors should not use sexualized images, activities, or other material. Booth staff (including volunteers) should not use sexualized clothing, uniforms, or costumes, or otherwise create a sexualized environment.

Be careful in the words that you choose. Harassment committed in a joking manner still constitutes unacceptable behaviour. Remember that sexist, racist, and other exclusionary jokes can be offensive to those around you. Excessive swearing and offensive jokes are not appropriate for the IADR Meeting.

Retaliation for reporting harassment is a violation of the IADR Professional Conduct at Meetings Policy.

Reporting harassment in bad faith is a violation of the IADR Professional Conduct at Meetings Policy.

#### **4. Consequences of Unacceptable behaviour**

Unacceptable behaviour from any participant at the IADR Meeting, including attendees, sponsors, exhibitors, contractors, volunteer leaders, vendors, venue staff, and anyone with decision-making authority, will not be tolerated.

**If a participant engages in unacceptable behaviour, IADR reserves the right to take any action IADR deems appropriate. IADR reserves the right to remove an individual from the IADR Meeting without warning or refund, to prohibit an individual from attendance at future IADR meetings, and to notify the individual's employer of the action taken.**

#### **5. If You Are Subject to or Witness Unacceptable behaviour**

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please tell a member of the IADR staff immediately. Staff can be identified by white staff ribbons or may be contacted from the registration counters. All complaints will be treated seriously and responded to promptly. If your safety is threatened, please contact venue security.

All reports are confidential.

If possible, provide the following information, preferably in writing:

- Identifying information (name/badge number, appearance) of the participant doing the harassing.
- The behaviour that was in violation.
- The approximate time of the behaviour. (if different than the time the report was made)
- The circumstances surrounding the incident.
- Other people involved in or witnessing the incident.

The IADR Meeting staff are trained on how to deal with the incident and how to further proceed with the situation. If needed or requested, staff will help participants contact venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the IADR Meeting.

## **6. Addressing Grievances**

If you feel you have been falsely or unfairly accused of violating this IADR Professional Conduct at Meetings Policy you should notify the IADR ANZ Council with a concise description of your grievance.