



10881 Lowell Avenue, Suite 190, Overland Park, KS 66210 • (913) 788-3000 • Fax (913) 788-3398

info@grantprofessionals.org • www.grantprofessionals.org

GPA Annual Conference Code of Conduct

At the GPA Annual Conference and all of our events we want a safe and productive environment for everyone. To that end, this code of conduct spells out the behavior we support and what behavior is not acceptable at conferences, meetings, and events.

GPA's Expected Behavior:

- Communicate openly with respect and consideration for others, valuing a diversity of views and opinions.
- Avoid personal attacks directed toward other attendees, participants, volunteers, exhibitors, staff and suppliers/ vendors.
- Be mindful of our surroundings and your fellow participants. Alert staff if you notice a dangerous situation or someone in distress.
- Respect the rules and policies of the convention center, hotels, contracted facility, or any other venue.
- Request permission from speakers before recording or taking photographs during their presentation. Turn off any ringers or otherwise disrupting devices during oral or poster sessions.

Our conference is dedicated to providing a harassment-free experience for everyone, regardless of gender, gender identity, age, sexual orientation, disability, physical appearance, race, ethnicity, religion, national origin or technology choices. Participants are expected to behave in a professional manner at all times and be respectful of the diversity of all people at the conference, meeting, or event.

Examples of harassment include offensive comments, verbal threats or demands, sexualized images in public spaces, intimidation, stalking, harassing photography or recording, sustained disruption of sessions or events, and unwelcome physical contact or sexual attention.

In addition to harassment, we also do not allow other forms of unacceptable behavior, including:

- Wearing clothing that is not suitable for a professional work environment.
- Possession of a weapon or any item that can be used as a weapon, which may be used to threaten or cause injury to others if used in a certain manner.
- Any destruction or vandalizing of personal property or event site or materials.
- Any boisterous, lewd or offensive behavior or language, using sexually explicit or offensive language or conduct, profanity, obscene gestures, or racial, religious or ethnic slurs.
- Possessing any open can, bottle or other receptacle containing any alcoholic beverages, except in areas specifically designated for the consumption of alcohol or being intoxicated, as determined by event staff, in any event venue or function. Please drink responsibly.
- Possessing any illegal substance, including but not limited to narcotics, or other illegal drugs.
- Smoking is not permitted, other than in designated areas. This includes the use of electronic cigarettes.
- Assembling for the purpose of, or resulting in, disturbing the peace, or committing any unlawful act.

- Any other illegal activity not already covered above.
- Failure to obey any of the rules or regulations of the event venues or instructions of the event staff.

We expect all participants, attendees, speakers, sponsors, volunteers, and vendors to follow the Code of Conduct at all conference venues, which include online venues and conference social events at off-site locations. Participants asked to stop any inappropriate behavior are expected to comply immediately. Conference participants violating this Code of Conduct may be given a warning or expelled from the conference without a refund, at the discretion of GPA's leadership.

Please bring any concerns to the immediate attention of the GPA staff, or the GPA President. We thank our participants for your cooperation in keeping GPA events welcoming, respectful, and friendly to all participants.

The Code of Conduct may be revised at any time by GPA and the terms are non-negotiable.