



Code of Conduct for APPD Activities and Meetings

APPD mission: To ensure the health and well-being of all children, we lead the advancement of pediatric medical education, the development of a sustainable and diverse workforce, the cultivation of an inclusive learning environment, and promotion of educational innovation.

APPD is committed to providing a safe environment where personal respect and intellectual growth are valued and the free expression and exchange of ideas are protected and encouraged. Accordingly, APPD strives to welcome and support people of all backgrounds and identities. This includes, but is not limited to, members of any race, ethnicity, culture, national origin, skin color, immigration status, social and economic class, educational level, sex, sexual orientation, gender identity and expression, age, size, family status, political belief, religion, and mental and physical ability.

APPD activities and meetings include any gathering, formal and informal, under the auspices of the APPD, including in-person and virtual meetings, online forums, such as APPD Connect, APPD social media exchanges among members, and other activities. Participants of APPD activities—whether official or unofficial—agree to comply with all rules and conditions of the activities.

Registration for, attendance at, or participation in any APPD activity indicates an agreement to abide by the APPD Code of Conduct. APPD reserves the right to suspend or terminate participation for anyone who violates the Code of Conduct.

Behavior that is inappropriate in the workplace is inappropriate in the context of APPD activities and its meetings. Hence, participants in APPD activities are expected to model and support the norms of professional respect necessary to promote the conditions for healthy exchanges of ideas. General APPD behavioral conduct guidelines are outlined below.

- **Social Media:** APPD is aware that participants in APPD activities may want to communicate, comment, and tag APPD and its members on social media. These communications may occur in real-time, such that an individual is providing a running description or commentary on an event (e.g., a presentation) as it is occurring. If you are a presenter in an APPD activity and do not want your picture, slides or information to be shared on social media, please mention that to the audience before your presentation.

- **Photography:** By participating in APPD activities (e.g., Annual Meeting), attendees consent to be photographed, with the understanding that those images may be used in APPD documents, publications and/or on the website. If you prefer to not have your image used by APPD, please contact info@appd.org. We encourage you to ask permission before taking photographs or making any kind of recordings of individuals or small groups. Please don't use photos or recordings for commercial purposes without express consent of conference planners.
- **Harassment:** APPD is dedicated to maintaining a harassment-free experience for all participants in APPD activities. APPD will not tolerate harassment in its community in any form. Harassment includes any behavior that a reasonable person would find intimidating, hostile, disparaging, or offensive. Harassment includes, but is not limited to:
 - Verbal or written comments and negative behavior, either in real or virtual space, including those which are related to or are based upon gender, age, sexual orientation, gender identity or expression, disability, physical appearance, body size, race, ethnicity, age, religion (or lack thereof), nationality or other group identity
 - Discriminatory language and threatening behavior, including intimidation and stalking
 - Harassing photography or recording
 - Sustained disruption of talks or other events
 - Unwelcome physical contact
 - Unwelcome sexual attention, including unwelcome solicitation of emotional or physical intimacy, such as sexual advances
 - Inclusion of unnecessary sexually explicit, violent, or otherwise inappropriate materials in presentations
 - Posting (or threatening to post), without permission, other people's personally identifying information online, including on social networking sites
 - Personal insults including, but not limited to, those using racist, sexist, homophobic, or xenophobic terms
 - Advocating for, or encouraging, any of the above behavior

If you are being harassed, notice that someone else is being harassed, or have any other concerns, and you feel comfortable speaking with the offender, please inform the offender that behavior is unwanted and offensive. Oftentimes, the offender and offended will resolve the incident by having that initial discussion. Participants in APPD activities who are asked to stop any harassing behavior are expected to comply immediately. If someone engages in harassing behavior, the APPD activity or meeting organizers may take any action they deem appropriate, including warning the offender, expulsion from the APPD activity with no refund and/or banning the offender from future APPD events.

APPD recognizes that there are many reasons that speaking directly to the offender may not be an option for you. If you do not feel comfortable speaking directly with the offender for any reason, seek out an APPD Board Member and/or an APPD Management team member. To make a personal report of harassment, please contact info@appd.org. You may designate any part of your report as confidential. All reports will be confidentially shared with the APPD President and Executive Director.

At the APPD's sole discretion, unacceptable behavior or violations of the Code of Conduct may result in removal from or denial of membership and/or access to meeting facilities or activities, without refund of any applicable dues, registration fees or costs. In addition, the APPD reserves the right to report violations to an individual's employer or institution or to a law-enforcement agency. Those engaging in unacceptable behavior may also be banned from future APPD membership and/or activities or face additional sanctions.

If you have experienced or are aware of violations of the APPD's Code of Conduct, please email info@appd.org.