

ACCP Program Code of Conduct

ACCP is committed to providing a safe and welcoming environment in all association activities, including in-person and virtual meetings or events. We do not tolerate discrimination, intolerance, harassment, aggression, or unacceptable behavior of any kind at any ACCP event, whether in person or virtually.

At ACCP, we foster and uphold a culture of dialogue and respect for all ideas. We take deliberate actions to ensure there are no barriers to full participation and equal opportunity for all and without bias on the basis of gender, gender identity, ethnicity, race, native or indigenous origin, age, generation, sexual orientation, culture, religion, belief system, marital or family status, socioeconomic status, language, accent, physical ability, mental health, educational level or background, geography, nationality, work style, thinking style, personality type, physical appearance, and/or any other characteristic that can be identified as recognizing or illustrating diversity.

We expect, without exception, that all who work for, volunteer with, or participate with ACCP treat one another with dignity and respect at all times in our workplace, at our functions, sponsored activities and/or in all ACCP-related interactions.

The policy may be revised at any time by ACCP without notice.

Please reference our [DEI Policy](#) for more information.

UNACCEPTABLE BEHAVIOR

ACCP has zero-tolerance for discrimination or harassment in any form, and for unacceptable behavior as described below. *Examples of unacceptable behavior(s) are noted below, but are not limited to:*

- **Intimidating, harassing, abusive, discriminatory, derogatory, or demeaning conduct**, including, but not limited to deliberate intimidation, stalking, or following; photography or recording used to harass; perpetual disruption of sessions, talks or other events;
- **Physical, written, verbal, or other abuse**, as determined by the event organizer and its representatives and/or ACCP in their sole discretion;
- **Unruly, lewd, or vulgar behavior or language**, including, but not limited to, sexually explicit or offensive language, profanity, obscene gestures, or racial, religious, or ethnic slurs;
- **Failure to obey rules or regulations of the venues, virtual platforms, and/or ACCP**, and being ever mindful of members of the public at venue and avoiding any destruction or vandalizing of property or venues;
- **Possessing open containers of alcohol outside designated event areas and/or public intoxication**, always drinking responsibly by consuming alcohol only in reasonable quantities, not appearing drunk and disorderly in public places, and avoiding driving after drinking alcohol. Employees shall be required to adhere to ACCP and/or their applicable company policies;
- **Inappropriate physical contact** such as unwelcome sexual advances, groping, sexual assault or uninvited touching;
- **Disruption of presentations** during sessions, in the exhibit hall, or at other activities is strictly prohibited.

In addition, participants are asked to adhere to the following rules:

- The recording or transmissions of any education sessions, presentations, demos, videos, or content in any format is strictly prohibited.
- Soliciting other members or member companies for business or funding is strictly prohibited.
- Except for paid exhibitors, presentations, postings, and messages should not contain promotional materials, special offers, job offers, product announcements, or solicitation for services. ACCP reserves the right to remove such messages and potentially ban sources of those solicitations.
- Chatham rules apply. Comments or opinions of fellow attendees may never be attributed to an individual by name or company. Participants should not copy or take screen shots of Q&A or any chat room activity that takes place in the virtual space.
- All participants must comply with the instructions of the moderator and any ACCP event staff while in attendance.

See [Membership Eligibility and Guidance policy](#) for more information.

PROHIBITED POSSESSION

Possession of the following is strictly forbidden at all ACCP activities:

- **Possession of a weapon or any item that can be used as a weapon** is strictly forbidden *regardless of whether the individual possesses a concealed weapon permit or is allowed to do so by local or state law.*—Weapons include, but are not limited to guns, knives, swords with blades, chemicals or any other item whose purpose is to cause harm to another person.
- **Possession of illegal substances.** ACCP does not tolerate the possession, use or abuse of illegal substances anywhere in the event venues or during ACCP activities.

REPORTING UNACCEPTABLE BEHAVIOR

If at an ACCP event you feel you are being harassed, notice that someone else is being treated poorly by a member of ACCP’s staff, another event registrant, a vendor, or a hotel or onsite worker, please immediately contact any member of the ACCP team who will escalate your concern to the appropriate parties. Team members can be found onsite at the information desks at live events during registration hours. For virtual event participants, please contact designated support staff or session moderators. Additionally, contact events@accp.org to report incidents at any time of the day so that we can take the appropriate action.

Please reference our [Whistleblower Policy](#) for more information.

CONSEQUENCES OF UNACCEPTABLE BEHAVIOR

ACCP reserves the right to take any action deemed necessary and appropriate, including immediate removal from the meeting without warning or refund, in response to any incident of unacceptable behavior. Breaches of this Code of Conduct may result in disqualification from participating in future live and virtual events and from engagement across ACCP blogs, online forums, and social media channels.