

Code of Conduct

EERI and FLASH are committed to fostering the exchange of ideas by providing a safe, productive, and welcoming environment for all meeting participants, including attendees, staff, volunteers and vendors. We value the participation of every member of the community and want all participants to have an enjoyable and fulfilling experience.

All participants at the NEC are expected to be considerate and collaborative, communicating openly with respect for others, and critiquing ideas rather than individuals. Behavior that is acceptable to one person may not be acceptable to another, so use discretion to be sure that respect is communicated.

By accepting an invitation to participate in the NEC, by email or online registration, participants agree to abide by the NEC Code of Conduct.

Expected Behavior

Acknowledging that the most valuable exchange of information sometimes occurs outside of formal meeting events, all participants are expected to maintain the following behaviors during all official and unofficial/social activities:

- Treat all participants, attendees, EERI and FLASH staff, venue staff, and guests with respect and consideration at all times.
- Be collaborative, recognizing the value of a diversity of experiences, views, and opinions.
- Communicate openly with respect for others, critiquing ideas rather than individuals.
- Be mindful of your surroundings and of your fellow participants. Alert EERI or FLASH staff if you notice a dangerous situation or someone in distress.
- Follow the policies of the meeting venue, hotel, contracted facility, or any other location where your Conference affiliation is likely to be displayed.

Unacceptable Behavior

Unacceptable behavior includes but is not limited to:

- Harassment, intimidation, or discrimination in any form.
- Offensive comments, either verbally or through any other communication channel, related to gender, gender identity, sexual orientation, disability, physical appearance, medical condition, body size, race, marital status, religion, national origin or any other protected characteristic.
- Threats (implied or real) of physical, professional or financial harm.
- Intentional, uninvited physical contact of any form.
- Behavior that is in violation of the established ethics policies of one's home institution, or of the NEC'S sponsoring organizations, including FEMA, EERI, and FLASH.

Consequences and Reporting

- Anyone requested to stop unacceptable behavior is expected to comply immediately.
- If you are the subject of unacceptable behavior or have witnessed any such behavior, please report it to EERI or FLASH staff.
- If you experience or witness behavior that constitutes an immediate or serious threat to public safety, or a crime, call 911 immediately. Take actions necessary to maintain your own personal safety first.
- EERI or FLASH staff (or their designee) or venue security may take actions deemed necessary and appropriate, including immediate removal from the Conference without warning. EERI and FLASH reserve the right to report the circumstances to the appropriate authorities, including but not limited to the police and/or the involved party's home institution(s).