



PACAC is committed to providing positive experiences at PACAC events and meetings, whether in person or virtual, by providing a friendly, safe, and welcoming environment for all, regardless of race, national origin, gender, gender identity, sexual orientation, disability, ethnicity, religion, age, medical condition, marital status, pregnancy, veteran status, personal characteristics or any other basis protected by federal or applicable laws or state ordinances. This code of conduct details expectations for attendee behavior at all PACAC events, as well as potential consequences of unacceptable behavior. All participants (speakers, attendees, staff, and other guests) must abide by this code of conduct during all PACAC gatherings.

Expected Behavior:

- Participants acknowledge that everyone deserves respectful treatment, and that all participants have the right to enjoy an experience free of harassment or discrimination.
- Be considerate, respectful, and collaborative.
- Refrain from demeaning, discriminatory, or harassing behavior and speech.
- Immediately inform a PACAC representative if you experience behavior that violates this code of conduct.

Unacceptable Behavior:

Unacceptable behavior includes, but is not limited to, intimidating, threatening, harassing, abusive, discriminatory, derogatory, demeaning, or disorderly conduct, or possession, use, or distribution of illegal substances. PACAC does not tolerate the use or abuse of illegal substances at any of the venues where events are held.

Harassing conduct can take many forms and may include, but is not limited to: slurs, offensive jokes, statements, gestures, photographs, drawings, cartoons or pictures, assault, impeding or blocking another's movement or otherwise physically interfering with activities, conducting unwanted audio or visual recordings, violating someone's personal space, engaging in leering, stalking, staring, intimidating or threatening behavior, or making offensive communications such as in the form of emails, telephone calls, voicemails, text messages or social media. Sexually harassing conduct may include all these prohibited actions, as well as other unwelcome conduct, such as requests for sexual favors, conversation containing sexual comments, physical

contact, lewd or offensive behavior or language, and other unwelcome sexual advances. Sexually harassing conduct can be by a person of either the same or different sex.

The solicitation or promotion of products and services to attendees or exhibitors from non-exhibitors, also known as suitcasing, is prohibited.

PACAC reserves the right to determine what constitutes unacceptable behavior.

Reporting of Unacceptable Behavior:

If an event attendee experiences or witnesses unacceptable behavior or has any other concerns, please notify the Executive Director of PACAC at info@pacac.org. PACAC will review the reported information and determine how to address the issue.

Consequences of Unacceptable Behavior:

Anyone asked to stop engaging in unacceptable behavior is expected to comply immediately. If a participant engages in unacceptable behavior, PACAC may take any action deemed appropriate, up to and including expulsion from the event without warning and without refund of any registration or other fees, and revocation of membership, if applicable.