

## **SPIE Meetings Code of Conduct**

SPIE is committed to providing a harassment- and discrimination-free experience for everyone at our events, an experience that embraces the richness of diversity where participants may exchange ideas, learn, network, and socialize in the company of colleagues in an environment of mutual respect.

SPIE does not tolerate harassment of event participants, attendees, exhibitors, speakers, volunteers, contractors, service providers, venue staff, or SPIE staff. This Code of Conduct applies to all SPIE meeting-related events, including those sponsored by other organizations but held in conjunction with SPIE events, in public or private facilities.

In addition, SPIE Members and authors of SPIE publications must adhere to the SPIE Code of Ethics:

<http://spie.org/conferences-and-exhibitions/authors-and-presenters/spie-code-of-ethics>

### **Expected Behavior**

- Treat everyone with respect and consideration, valuing a diversity of views and opinions
- Be mindful of your surroundings and of your fellow participants. Alert SPIE staff if you notice a dangerous situation, someone in distress, or someone being harassed.

### **Unacceptable Behavior**

- Physical or verbal abuse of any kind
- Unwanted sexual advances, jokes, or comments
- Other examples of unacceptable behavior include, but are not limited to, unwelcome slurs, jokes or verbal, graphic, or physical conduct relating to an individual's race, color, religious creed, sex, national origin, ancestry, citizenship, age, gender or sexual orientation; verbal comments or electronic communication that reinforces social structures of domination (such as related to gender, gender identity and expression, sexual orientation, disability, physical appearance/size, race, age, religion, nationality) or other offensive, non-inclusive remarks; and deliberate intimidation, stalking or following others, verbal abuse, aggressive verbal confrontations, and threats of violence and disruptive behavior
- Disruption of talks at oral or poster sessions, in the exhibit hall, or at other events organized by SPIE at the meeting venue, hotel or other SPIE-contracted facilities including those sponsored by other organizations but held in conjunction with SPIE events, in public or private facilities.

### **Consequences**

- SPIE staff or venue security guards may take any action deemed necessary and appropriate, including immediate removal from the meeting without warning or refund
- SPIE reserves the right to prohibit attendance at any future meeting.

### **Reporting Unacceptable Behavior**

- If you experience or witness inappropriate behavior, please notify any SPIE staff. If you are unsure whom to contact, go to the Cashier Desk and someone can assist you
- Or contact the SPIE Reporting Hotline at 1-888-818-6898 or report online at [www.spie.ethicspoint.com](http://www.spie.ethicspoint.com)
- Anyone experiencing or witnessing behavior that constitutes an immediate threat to someone's personal safety should dial emergency services (911 in the US).