

## **NASSP Meetings Code of Conduct**

The National Association of Secondary School Principals (“NASSP”) is a nonprofit, tax exempt corporation, organized for charitable and educational purposes. NASSP’s mission is to promote excellence in middle level and high school leadership. In furtherance of its exempt purpose, NASSP conducts and/or sponsors educational meetings, conferences, and programs.

NASSP is dedicated to providing a friendly, safe and welcoming environment for everyone, including meeting attendees, vendors, and staff. Discrimination, harassment, or intimidation on the basis of gender, race, gender identity and expression, sexual orientation, physical or mental disability, physical appearance, age, religion, national origin, veteran status, citizenship, or professional rank will not be tolerated.

This Code of Conduct (“Code”) outlines NASSP’s expectations of all of its conference and meeting participants, including adult attendees such as educators, principals and administrators; minor attendees including students; speakers; volunteers; exhibitors; sponsors; service providers; and NASSP staff (collectively, “Meeting Participants”), and outlines the consequences for Unacceptable Behavior (defined below). All Meeting Participants are expected to comply with this Code at all NASSP meetings, conferences, and programs, including all conference venues, online venues, and conference-related social activities.

### **Expected Behavior for All Meeting Participants**

- Treat everyone with respect and consideration.
- Respect and value a diversity of views and opinions.
- Refrain from demeaning, discriminatory, or harassing behavior and speech.
- Be mindful of their surroundings and fellow participants.
- Exercise consideration and respect in their speech and actions.

**Unacceptable Behavior** NASSP will not tolerate includes, without limitation:

- Discriminatory, intimidating, harassing, abusive, derogatory or demeaning speech or actions related to gender, race, gender identity and expression, sexual orientation, physical or mental disability, physical appearance, age, religion, national origin, veteran status, citizenship, or professional rank.
- Violence or threats of violence.
- Sustained or disrespectful disruption of presentations or events.

- Unwelcome sexual attention and/or advances, including but not limited to sexualized comments or jokes, displaying sexually explicit material, inappropriate touching, groping, or sexual advances.
- Unwelcome or surreptitious photography or recording.
- Intoxication, contributing to inappropriate behavior.
- Deliberate intimidation, stalking or following (online or in person).
- Advocating for, or encouraging, any of the above behavior.
- Any other conduct deemed inappropriate and/or that may jeopardize the success of a meeting, NASSP's reputation and goodwill, or the positive experience of any other Meeting Participant.

### **Reporting & Consequences**

Alert security or law enforcement if you see a situation in which someone is in distress or imminent physical danger.

If someone makes you or anyone else feel unsafe or unwelcome, or if you witness Unacceptable Behavior, please contact NASSP staff, who can be identified by "STAFF" on name badges. Staff will then bring this to the attention of the NASSP Executive Director. Your report will be taken seriously. Event security and local law enforcement may be involved, as appropriate based on the specific circumstances.

The determination of whether conduct constitutes Unacceptable Behavior, and the consequences imposed, rest solely within the NASSP Executive Director's discretion, and said determinations are final and not subject to appeal. Anyone asked to stop Unacceptable Behavior is expected to comply immediately. If a Meeting Participant engages in Unacceptable Behavior and/or does not comply with this Code, NASSP may take any action deemed necessary and appropriate. Consequences may include warnings, a temporary or permanent ban from the meeting with or without warning or refund, and/or a permanent ban on attending any future NASSP meeting.

Adopted: March, 2019