



## **Acceptable Conduct at the IDS Project Conference**

The IDS Project Conference promotes a community of trust and support for ILLiad users through continuing education, best practices, new technologies, and networking opportunities. IDS Project is committed to providing a harassment-free environment for everyone, regardless of gender, sexual orientation, gender identity, gender expression, disability, physical appearance, ethnicity, religion, or other group identified in Federal and New York State laws.

IDS Project will provide an environment where diverse participants may learn and work together without any negative behaviors. Some behaviors are specifically prohibited:

- Harassment based on race, religion, language, gender, sexual orientation, gender identity, gender expression, disability, appearance, or other group status as established in Federal and New York State laws.
- Sexual harassment, including unwelcome sexual attention, stalking (physical or virtual), or unsolicited physical contact.
- Verbally or physically threatening or harassing conference presenters or attendees.

All attendees are expected to observe these rules and behaviors in all conference venues and social events. Participants committing a hostile or harassing behavior are expected to comply immediately with a request to cease and desist. Failure to comply will result in immediate removal from the conference.

Please contact a member of the IDS Project Staff if you believe you have been harassed or that a harassment problem exists. All such reports will be directed immediately to the IDS Project Executive Director, who will determine and carry out the appropriate course of action. Event security and/or local law enforcement may be involved, as appropriate based on the specific circumstances. A follow-up report will be made to individuals who report being harassed.