

OLCA Code of Conduct

OLCA is committed to creating a safe, productive, and welcoming environment that is inclusive and free from discrimination, regardless of race, religion, color, national origin, sexual orientation, gender expression or identity, age, disability, veteran or marital status, or any other protected categories under applicable law. All members and participants, including, but not limited to, attendees, speakers, volunteers, exhibitors, and service providers must abide by the following policy:

Expected Behavior

- Be considerate of those around you and respectfully uphold the reputation of OLCA and its members in public and/or on social media
- Be respectful and considerate of others, including speakers, and viewpoints that may be different from your own.
- Treat other members and speakers with dignity, respect and kindness.
- Maintain professional relationships among OLCA members and participants.

Unacceptable behaviors may include, but are not limited to:

- Offensive or unwanted behavior or language related to the protected categories outlined above
- Sexual harassment of any kind.
- Wearing attire that includes harmful or offensive language or imagery that is not appropriate for a professional setting.
- Disruption during meetings or events organized by OLCA
- Copying or taking screenshots of any parts of presentations unless permission is granted
- Abusive action directed at an individual or OLCA, such as threats, intimidation, bullying, or stalking, both online and/or in-person
- Sharing your OLCA Conference registration access with any other person(s).
- Brandishing a weapon, or any item that could reasonably be perceived as a weapon, at any online or in-person OLCA event.
- Any other illegal activity not already covered above.

Unacceptable behavior will not be tolerated. If a participant is found or reasonably believed to be engaging in unacceptable behavior, they may be removed from the event without warning or refund. If appropriate, local law enforcement may be contacted.

Members found to be in violation of this Code of Conduct will no longer be considered in good standing. This is at the discretion of the OLCA Board of Directors who will notify the involved parties in writing. This Code of Conduct will be acknowledged by membership applicants, grant and scholarship applicants, posted to the website, be part of policy and procedure, acknowledged during event registrations, and speaker and exhibitor contracts.