



8735 W. Higgins Road, Suite 300 • Chicago, IL 60631-2738
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AANN Virtual Code of Conduct

AANN is committed to providing a safe, productive, and respectful environment for all meeting participants and AANN staff. All participants, including, but not limited to, attendees, speakers, volunteers, exhibitors, AANN staff members, service providers, and all others are expected to abide by this Virtual Code of Conduct.

Expected Behavior

AANN expects participants to exercise professionalism, consideration, and respect in their speech and actions. It is expected that participants will refrain from using harassing or discriminating speech or behavior.

Unacceptable Behavior

AANN reserves the right to take any action deemed necessary and appropriate in response to any incident of unacceptable behavior, including immediate removal from the meeting without warning or refund and/or prohibit attendance at any future meeting, virtually or in person.

Unacceptable Behavior includes, but is not limited to:

- Promotional materials, special offers, job offers, product announcements, or solicitation for services in presentations, postings, or messages. AANN reserves the right to remove such messages and potentially ban sources of those solicitations.
- Recording, copying or taking screen shots of presentations, Q&A, or any chat room activity that takes place in the virtual space.
- Downloading and repurposing or posting handouts without the permission of the speaker
- Harassment, intimidation, or discrimination in any form.
- Verbal abuse of any attendee, speaker, volunteer, exhibitor, AANN staff member, service provider, or other meeting guest.
 - Examples of verbal abuse include, but are not limited to, verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, inappropriate use of nudity and/or sexual images in public spaces or in presentations, or threatening or stalking any attendee, speaker, volunteer, exhibitor, AANN staff member, service provider, or other meeting guest.
- Disruption of presentations during sessions, in the exhibit hall, or at other events organized by AANN throughout the virtual meeting. All participants must comply with the instructions of the AANN virtual event staff.



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Reporting Unacceptable Behavior

AANN has zero-tolerance for any form of discrimination or harassment. Violations of this code of conduct or any other incidents should be reported immediately to Leah Zamora, AANN Executive Director, at lzamora@aann.org in order to take the appropriate action.