



International Association of
Avian Trainers and Educators

CONFERENCE CODE OF CONDUCT

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The International Association of Avian Trainers and Educators

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The International Association of Avian Trainers and Educators hosts an annual conference to exchange and disseminate information that promotes best practices in the field of avian care and welfare, training, and educational programming, and to inspire conservation of avian species and the natural world. Because effective exchange of ideas is best accomplished in a safe and open environment, it is fundamental to ensure that conference attendees, speakers, and volunteers treat each other with courtesy and respect in all interactions, including face-to-face, written, or on a virtual or online platform. IAATE is committed to providing and ensuring a safe, welcoming, and productive environment for everyone attending its annual conference regardless of ethnicity, nationality, religion, physical ability, physical appearance, gender, age, or sexual orientation. All participants, including attendees, speakers, volunteers, and guests are expected to behave courteously, respectfully, and professionally to each other and to understand and follow our conference code of conduct.

PERSONAL SAFETY AND SECURITY

IAATE will work with venue staff to provide a safe environment for all meeting participants. We ask that all attendees report any questionable activity to any IAATE Board Member. No concern is too small – if you see something, say something. In an emergency, you should ask any IAATE Board Member or the hotel's on-site security personnel to help you.

- Be aware of your surroundings at all times.
- Regardless of where you are, use the buddy system when walking to and from the conference location, networking events, and other locations – especially during early or late hours.
- Don't wear your meeting badge on the street. Take it off as soon as you leave the venue.
- Don't carry a lot of cash or credit cards.
- Don't leave personal property unattended anywhere, anytime.

RESPONSIBLE DRINKING

At many IAATE networking events, both alcoholic and non-alcoholic beverages are served. IAATE expects participants at our events to drink responsibly. IAATE and conference host event staff have the right to deny service to participants and may require a participant to leave the event.

UNACCEPTABLE CONDUCT

- Harassment, intimidation, or discrimination in any form.
- Any abuse, including physical, verbal, or non-verbal abuse.



- Disruption of presentations at any sessions, in the exhibit hall, or at any events organized by IAATE at the meeting venue or other facilities visited during the conference.
- Violating the rules and regulations of the conference venue.
- Retaliation against individuals for reporting unacceptable conduct.
- Comments related to gender, gender identity or expression, age, sexual orientation, disability, physical appearance, body size, race, religion, national origin, or political affiliation.
- Inappropriate use of nudity and/or sexual images in public spaces or in presentations.
- Threatening or stalking any person.

SEXUAL HARASSMENT

Sexual harassment is unacceptable conduct of a sexual nature which makes a person feel uncomfortable, offended, humiliated, and or intimidated. Examples of conduct or behavior which constitute sexual harassment include, but are not limited to:

Physical conduct

- Physical violence, including sexual assault.
- Unwelcome physical contact or inappropriate touching.
- The use of threats or rewards to solicit sexual favors.

Verbal conduct

- Comments or insults based on appearance, age, private life, etc.
- Sexual comments, stories, or jokes.
- Sexual advances.
- Repeated and unwanted social invitations for dates or physical intimacy.
- Condescending or sexist remarks.
- Sending sexually explicit messages.

Non-verbal conduct

- Display of sexually explicit or suggestive material or images.
- Sexually suggestive gestures.
- Whistling or “cat calling.”



REPORTING UNACCEPTABLE CONDUCT

If you or anyone else is in immediate danger at any time, please contact local law enforcement (by calling 911) and immediately notify facility security.

IAATE has zero tolerance for any form of discrimination or harassment. If you experience or observe harassment or hear of any incidents of unacceptable behavior, IAATE asks that you please inform any IAATE board member so action can be taken. Listed below are IAATE's Executive Board Members.

Kit Lacy, IAATE President

Helen Dishaw, IAATE Vice President

Erin Katzner, IAATE Chief Financial Officer

Kristen Dean, IAATE Secretary

Arianna Bailey, IAATE Past-President

Lacey Zeno, IAATE President-Elect

Please alert IAATE to any unacceptable conduct, regardless of the offender's identity or job title. Incidents will be handled with respect for the privacy wishes of the victim and will remain confidential to the extent practical given the circumstances. The IAATE Board will respond appropriately and promptly.

Upon receiving a complaint, the matter will be recorded. If the complaint is of a clearly criminal nature, legal authorities will be notified. IAATE is not a law enforcement or investigative authority, and we cannot take responsibility to investigate or resolve potentially criminal activities.

If the offense is not of a criminal nature, the IAATE Board will gather information from the victim and discuss next steps. We will do everything possible to collect and record information to support actions by appropriate authorities. Our principal and immediate responsibility is to ensure the safety of a victim and support them.

If a person has been found to have harassed another person, any of the following may take place:

- Verbal or written warning.
- Suspension from the current IAATE conference without refund of registration fees.



- Denied registration for future IAATE conferences.
- Revocation of IAATE membership.
- Report of unacceptable conduct to the offender's employer.

This policy applies to conference and meeting attendees, speakers, volunteers and guests whenever they are in locations and spaces that are under the direct control of IAATE. We will always try to assist anyone victimized by unacceptable behavior, but we cannot control or accept responsibility for behavior in private spaces, such as restaurants, bars, or hotel rooms.