

## ASIS International Code of Conduct

ASIS International Event Code of Conduct ASIS International (“ASIS”) is committed to providing a safe and welcoming experience for all event participants as defined below.

Any participant regardless of:

- Race or ethnicity;
- Disability;
- Religion or political affiliation;
- Gender, or gender identity or expression;
- Sexual orientation; or
- Any other distinguishing characteristic

should feel welcome and safe at any ASIS event.

### Expected Behaviour

This Code of Conduct applies to all event attendees, presenters, exhibitors, sponsors, vendors, contractors, other service providers, and ASIS staff (“participant”) at any onsite or online event, meeting, conference, forum, social event, or meeting-related event, including those sponsored by organizations other than ASIS but held in conjunction with ASIS events in which they participate (an “event”). This expectation applies to any such event, as defined above, whether delivered in-person or virtually. As such, ASIS expects that participants at events will:

- Remain positive and welcoming to others;
- Recognize that an event is a place for diversity of thought, organization, and individuals;
- Be inclusive of others;
- Be alert and report any discriminatory, harassing, aggressive, or exclusionary behaviour or speech immediately to the contacts set forth below;
- Respect the specific rules and policies of the event; and
- Otherwise uphold the reputation of ASIS

### Unacceptable Behaviour

Unacceptable behaviour includes, but is not limited to:

- Intimidating, threatening, harassing, abusive, discriminatory, derogatory, or demeaning conduct;
- Cyber stalking or written, verbal, or other abuse; or
- Inappropriate use of nudity and/or sexual images or language in event presentations, or otherwise failing to obey any rules or policies of the venue or ASIS.

Whether such behaviour constitutes unacceptable behaviour as defined above shall be determined by ASIS and its representatives, in their sole discretion. ASIS takes matters of such unacceptable behaviour in any form seriously.

## **Consequences of Unacceptable Behaviour**

Unacceptable behaviour will not be tolerated. Any event participant requested to stop any unacceptable behaviour is expected to comply immediately.

At any ASIS event, ASIS staff (or their designee) may take any action deemed necessary and appropriate, including removal of a participant, for any unacceptable behaviour as described above.

Anyone engaged in unacceptable behaviour may be subject to expulsion from the event, in ASIS's sole discretion, without refund. Depending on the severity of the unacceptable behaviour, further consequences may include termination of membership in ASIS, or denial to participate in future ASIS events or meetings in accordance with ASIS policy and procedure.

## **Reporting Unacceptable Behaviour**

If you are the subject of unacceptable behaviour as defined above, have witnessed any such unacceptable behaviour, or have additional concerns, please immediately notify ASIS by emailing [code.of.conduct@asisonline.org](mailto:code.of.conduct@asisonline.org) or by speaking directly with:

- Jeremy Ornstein, Chief Human Resources Officer;
- Susan Mosedale, Chief Global Member Engagement Officer; and/or
- Bénédicte Losseau, Director of Events, Europe

Requests for confidentiality will be honoured to the extent permitted by the law and ASIS procedure and if the rights of others are not compromised.

*ASIS International approved August 15, 2018; updated December 8, 2020.*