

L.A. as Subject Code of Conduct

This code of conduct has been created by the LA as Subject Executive Committee and was adopted by the membership of LA as Subject in June 2023. It is subject to review and updating by the membership as needed. It applies at any LA as Subject meeting, event, or gathering, whether virtual or in person and its purpose is to create an environment where all can feel safe to participate. As a reminder, notes are taken at every meeting but meetings conducted via video conferencing are not recorded.

Please be mindful of the following when participating in LA as Subject activities:

- All communication should be appropriate for a professional environment, keeping in mind that our members and guests are of many social, economic, national, professional and educational backgrounds.
- Use welcoming language such as addressing others as they have asked to be addressed and using an individual's stated pronouns.
- Listen as much as you speak.
- Be mindful that others may have expertise that you are unaware of.
- Behave in ways that protect the safety and well being of others by not engaging in dangerous or unlawful activities while attending meetings or events.
- Each participant is entirely responsible for their own behavior.

Harassment is not tolerated. Harassing behavior includes but is not limited to

- Discriminatory or abusive speech, actions or images that demean others based on their sex or gender, gender identity, sexual orientation, physical appearance, body size, age, race, national origin, disability, religion, or economic status
- Purposeful acts of misgendering
- Unwelcome sexual attention or inappropriate use of nudity and/or sexual images
- Deliberate intimidation
- Stalking

- Sustained and/or inappropriate disruption of talks or other events
- Inappropriate physical contact or invasion of physical space

Violating this code of conduct may result in an individual being removed from the LA as Subject event and their individual or organizational member in good standing status may be affected. Should a repository or organizational member's representative be in violation of this code of conduct, the organization or repository may be asked to choose a new representative to attend LA as Subject meetings and events.

Violations and suggestions to improve this Code of Conduct may be communicated to *any* Executive Committee member at any time.