



## Statement of Appropriate Conduct at NELA Events

The New England Library Association holds professional conferences and meetings to enable its members to receive continuing education, build professional networks, and discover new products and services for professional use. NELA is committed to providing a harassment-free environment for everyone, regardless of gender, sexual orientation, gender identity, gender expression, disability, physical appearance, ethnicity, religion, age, or other group identity. NELA seeks to provide an environment in which diverse participants may learn, network, and enjoy the company of colleagues in an environment of mutual human respect. *We recognize a shared responsibility to create and hold that environment for the benefit of all.* **Some behaviors are, therefore, specifically prohibited:**

- Harassment or intimidation based on race, religion, language, gender, sexual orientation, gender identity, gender expression, disability, appearance, or other group status.
- Sexual harassment or intimidation, including unwelcome sexual attention, stalking (physical or virtual), or unsolicited physical contact.
- Yelling at or threatening another person (verbally or physically).

Workshop presenters and speakers are asked to frame discussions as openly and inclusively as possible and to be aware of how language or images may be perceived by others. Within the context of professional practices of librarianship, critical examination of beliefs and viewpoints does not, by itself, constitute hostile conduct or harassment. Similarly, use of sexual imagery or language in the context of a professional discussion might not constitute hostile conduct or harassment.

NELA supports freedom of expression and supports the First Amendment rights of individuals to express themselves in their chosen way. Misunderstandings may arise among individuals and groups, and NELA undertakes to support Members and event participants in the free and respectful exchange of ideas.