



## SEMC Code of Conduct

The Southeastern Museums Conference (SEMC) is dedicated to providing a safe, inclusive, and welcoming conference experience for everyone. We do not tolerate discrimination or harassment in any form.

Discrimination is the unjust or prejudicial treatment of others based on human difference.

Harassment includes, but is not limited to:

- Comments or actions that minimize a person's lived experiences, identity, or safety
- Deliberate misgendering or use of "dead" or rejected names
- Deliberate "outing" of any person's lived experiences or identity without their consent
- Sustained disruption of talks or other events
- Physical contact without consent or after a request to stop
- Unwelcome sexual attention
- Deliberate intimidation or stalking of any kind – in person or online
- Collection or distribution of harassing photography or recordings
- Threats or acts of violence
- Advocating for, or encouraging, any of the above behavior

Discrimination/Harassment is not:

- Feeling persecuted for your social privilege
- 'Reverse' -isms, including 'reverse racism,' 'reverse sexism,' and 'cisphobia'
- Reasonable communication of boundaries, such as "leave me alone," "go away," or "I'm not discussing this with you."
- Refusal to explain or debate social justice issues when the person being asked is put in a defensive position based on their lived experience, personal identity, or safety
- Communication in a 'tone' you don't find congenial
- Discussion of sensitive topics
- Criticizing racist, sexist, cissexist, or otherwise oppressive behavior or assumptions

This Code of Conduct applies to all SEMC events, including all conference venues and conference-related social activities at the SEMC Annual Meeting.

### **Consequences**

This Code of Conduct is in place to protect the safety of all attendees. Attendees asked to stop any harassing or discriminatory behavior are expected to comply immediately. SEMC Council and staff may take action to redress anything disrupting the event or making the environment unsafe for participants. Anyone engaging in any of the behaviors outlined above may be subject to expulsion with no refund from meeting and related events, or future events.

***Attribution:*** *This Code of Conduct is based on the policy from American Alliance of Museums, which was based on the Geek Feminism wiki and uses language with permission from the Nonprofit Technology Conference's Code of Conduct.*