

## **Society for Personality Assessment Code of Conduct**

In order to provide all participants with the opportunity to benefit from SPA events and activities, SPA is committed to providing a friendly, safe, supportive, and harassment-free environment for all participants, regardless of gender, age, sexual orientation, gender identity, gender expression, disability, physical appearance, body size, race, ethnicity, religion, or other group identity.

This code of conduct outlines SPA's expectations for all participants of SPA-run events, including all members, speakers, authors, vendors, media representatives, commentators, exhibitors, sponsors, attendees, and volunteers. This policy also applies to any event or outlet sponsored by SPA, including the annual convention, workshops, SPA publications including the SPA Exchange, and social media. Cooperation with this code is expected from everyone, and it will be actively enforced by the members of the SPA Board of Trustees. Violations will be taken seriously.

### **Unacceptable Behavior**

SPA does not tolerate harassment in any form. Harassment includes offensive verbal or written comments and negative behavior, either in real or virtual space, including those which are related to or are based upon gender, age, sexual orientation, gender identity, gender expression, disability, physical appearance, body size, race, ethnicity, religion, or other group identity. Harassment also includes deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, unwelcome physical contact or sexual attention, or any other conduct that has the purpose or effect of creating an intimidating, hostile, or offensive environment.

### **Consequences of Unacceptable Behavior**

If an individual, in either real or virtual space, engages in inappropriate, harassing, abusive, or destructive behavior or language, the SPA Board will determine and carry out the appropriate course of action, including but not limited to warning the offender, expelling the offender with no refund, and/or banning the offender from future SPA events and activities. All participants are expected to observe these rules and behaviors in all SPA-sponsored outlets, including online venues and in-person social events.

### **What to do**

If you are being harassed, notice that someone else is being harassed, or have any other concerns about an individual's conduct, please contact any SPA board member (<http://www.personality.org/about/board-of-trustees/>). Your concerns will be held as confidential as you would like them to be, and you may remain anonymous. If you would like to discuss your concerns during the convention, you can ask to speak to a board member at the onsite registration desk.