



## **SIOR CODE OF CONDUCT**

### **Standards of Personal Conduct and Anti-Harassment Policy**

SIOR is committed to maintaining an inclusive and supportive professional environment that is free of discrimination, intimidation, or harassment. SIOR's Code of Conduct applies during all SIOR functions, and any member communications related to SIOR business or with SIOR staff. Members are expected to conduct themselves in a professional manner, and to act with courtesy and respect toward each other, SIOR staff, service providers, speakers, and meeting participants. This policy is reflective of SIOR's mission and values.

Any form of harassment, including sexual harassment, or discriminatory behavior based on race, color, national origin, sex, age, religion, disability, or any other protected characteristic is strictly prohibited. Harassment includes, but is not limited to verbal, non-verbal or physical conduct that denigrates or shows hostility toward an individual on the basis of a protected characteristic that (1) has the purpose or effect of creating an intimidating, hostile or offensive environment; or (2) has the purpose or effect of interfering with an individual's performance or ability to participate in SIOR events.

Any SIOR member who believes they have experienced or witnessed harassment or other inappropriate behavior in violation of this policy should promptly report the incident to the SIOR Chief Executive Officer, Chief Operating Officer, or SIOR President. Retaliation against any person for either reporting an incident or cooperating in an investigation is prohibited.

Upon receipt of a report of possible harassment or inappropriate behavior in violation of this policy, SIOR will promptly conduct an investigation, at the direction of SIOR appointed counsel. SIOR will maintain confidence to the extent possible, while still allowing for an appropriate investigation. If it is determined that a violation of this policy has occurred, SIOR's President, President-Elect, and Vice President, in consultation with SIOR counsel, will determine any disciplinary action. If one or more of the foregoing officers are named in the complaint of harassment or inappropriate behavior, SIOR's counsel will designate a substitute to be selected from the SIOR Governance Committee.

SIOR reserves the right to take any necessary and appropriate action against any member who is found to be in violation of this policy. Disciplinary actions may include, but are not limited to, prohibition from attending future SIOR meetings and events, removal from a committee appointment, expulsion from membership, or any other action deemed appropriate by SIOR.

Any questions about this policy may be directed to SIOR's Chief Executive Officer or Chief Operating Officer.