

## Code of Conduct

The Association for Education Finance and Policy (AEFP) mission statement holds that the organization's mission is the "promotion of research and partnerships that can inform education policy and finance and improve education outcomes" AAFP annual conferences, board meetings, and professional development and networking sessions are convened for the purpose of advancing this mission, as well as to promote scholarly interchange in the spirit of free inquiry and free expression. AAFP organizers are dedicated to providing a safe and collaborative experience for everyone, including attendees, vendors, and staff. Discrimination, harassment, or intimidation on the basis of gender, race, ethnicity, gender identity and expression, sexual orientation, physical or mental disability, physical appearance, age, religion, national origin, veteran status, citizenship, or professional rank are antithetical to the AAFP mission and will not be tolerated. Attendees at any AAFP event should be aware of the power dynamics between themselves and others. In particular, attendees must be aware of any power differentials between more and less senior personnel and between individuals belonging to different types of AAFP's member groups. AAFP members and event attendees, especially those who hold positions of relative power, should work to ensure that everyone experiences harassment-free AAFP events and gatherings and are treated with due respect.

All participants – including, but not limited to, attendees, speakers, volunteers, exhibitors, AAFP staff, members of the media, and service providers – are expected to abide by this AAFP Code of Conduct. This Code applies to all AAFP members and event attendees in all AAFP meeting venues, including the annual conference, ancillary events and social gatherings, whether officially sponsored by AAFP or not and whether held in-person or virtually. In addition to individual responsibility for their professional conduct, AAFP event participants share a collective responsibility to advance the association's mission by promoting and protecting an environment for the free, fair, and equitable interchange of ideas.

### Expected Behavior

- Abide by the norms of professional respect that are necessary to promote the AAFP mission.
- Respect and value a diversity of views and opinions (including those you may not share).
- Communicate openly and with respect for other participants, critiquing ideas rather than individuals.
- Refrain from demeaning, discriminatory, or harassing behavior and speech directed toward other attendees, participants, AAFP staff and vendors.
- Respect the rules and policies of AAFP (e.g., regarding social media dissemination), meeting venues, hotels, AAFP-contracted facilities, or any other venue.

### Unacceptable Behavior

- Persistent and unwelcome solicitation of emotional or physical intimacy.
- Discriminatory, intimidating, harassing, abusive, derogatory or demeaning speech or actions related to gender, race, ethnicity, gender identity and expression, sexual orientation, physical or mental disability, physical appearance, age, religion, national origin, veteran status, citizenship, or professional rank.
- Deliberate intimidation, stalking, or following.
- Harassing photography or recording.
- Physical assault, including unwelcome touch or groping.

- Real or implied threat of physical harm.
- Advocating for, or encouraging, any of the above behavior.

### Reporting & Consequences

Alert security, law enforcement, or emergency medical authorities if you see a situation in which someone is in distress or imminent physical danger. If someone makes you or anyone else feel unsafe or unwelcome, or if you witness unacceptable behavior, please contact AAFP staff and board members, or email [info@aeftpweb.org](mailto:info@aeftpweb.org). AAFP staff and board members can be identified at in-person events by the labels "STAFF" or "BOARD OF DIRECTORS" on their name badges. Their pictures and biographies are also available on the [AAFP website](#) for ease of recognition. Your report will be taken seriously. Confidentiality will be maintained during AAFP's investigation to the extent possible without jeopardizing the thoroughness of the investigation or as allowed by law. After considering all available information, AAFP leadership or their designees will, in response to reports of unacceptable behavior, take any action deemed necessary and appropriate. Consequences may include warnings, removal from the meeting or event with or without warning or refund, and exclusion from any future AAFP meeting.

### Dissemination/Media Policy

In all sessions, each presenter is responsible for indicating whether or not the work may be cited, tweeted, photographed, recorded, or otherwise disseminated. Audience members are expected to respect each author's policy and act accordingly, as work may be embargoed. Similarly, questions from the floor or other session dialog may not be disseminated without explicit permission. All presentations are assumed to be off the record unless the presenter otherwise specifies.

Audience members: Please be mindful of each author's policy, and act accordingly. The Annual Conference, networking/professional development events, and other AAFP-sponsored events are for AAFP members, and as such defer to each member's needs regarding outreach and embargoes of research.