

The AATG code of conduct outlines expectations of all AATG members, staff, and participants at AATG events, both in-person and virtually.

AATG members are able to interact with each other in a multitude of ways, from in-person conferences and virtual meetings to online social media platforms. We strive to maintain an environment that is professional, supportive, and inclusive. In all discussions, we welcome dissent and disagreement without personal attacks. Our organization values the free exchange of ideas that values input from all members. We stand firmly against bias, harassment, and hostile environments for our members.

Unacceptable Behavior:

In line with AATG's Diversity, Equity, and Inclusion Statement, adopted by the board of directors, harassment and bias-related incidents will not be permitted by the organization.

Descriptions of Bias and Harassment

Bias involves actions against individuals or groups that are motivated by prejudice. This includes, but is not always limited to prejudice regarding sex, gender identity, sexual orientation, national origin, veteran status, race, ethnicity, religion, disability, socioeconomic status, or marital status.

Harassment involves the contribution to a hostile or abusive environment. This includes, but is not always limited to bullying, abuse of power, unwelcome physical contact or sexual attention, the display of sexual images in public spaces, deliberate intimidation, stalking, harassing photography or recording, and sustained disruption of talks or other professional events.

Reporting:

How do I report?

If you are being harassed, observe someone who is being harassed, have experienced or possess knowledge about a bias-related incident, or have concerns about a member's conduct, [you are encouraged to report the incident immediately.](#)

How will the report be handled?

Information received through the bias reporting process will be shared with the AATG Bias Response Team, currently composed of the President, Vice President, Treasurer, Secretary, and Executive Director. The Bias Response Team will evaluate the information in a timely manner and take appropriate steps as outlined in this policy and constitution and bylaws. This may involve follow-up with the reporting individual to get more information.

What are the results of the process?

Members or participants found in violation of the code of conduct may face any of the following consequences, depending on the context and severity of the incident: *official reprimand, suspension of membership, mandatory bias-training, removal from elected office, removal from an AATG program without reimbursement, removal from membership without reimbursement for dues, removal from participation in all future AATG events or programs, and no action taken.*

In certain instances, immediate removal from an AATG event or program may be warranted and may be initiated by any member of the bias response team or AATG staff.