

## Event Conduct policy

All meetings (in-person or online) of the American Association of Variable Star Observers are not public events. All attendees must register at the applicable rate; registration types are structured to cover all situations. The only exceptions involve sessions or other activities specifically noted as being open to the public, such as public talks or star parties held in collaboration with local amateur astronomy clubs.

Identification badges must be worn at all times during the AAVSO meeting and relevant in-person workshops. These badges help meeting attendees, AAVSO staff, and security personnel to identify registered participants. Attendees not wearing their name badges will be denied entrance to AAVSO event session rooms, the exhibit hall, and other meeting venues. If you lose your name badge, talk to one of the AAVSO staff members in attendance to obtain a new one.

It is the AAVSO policy that all participants in Society activities will enjoy an environment free from all forms of discrimination, harassment, and retaliation. Participants will treat each other with respect and consideration to create a collegial, inclusive, and professional environment at AAVSO events, in person or online. Harassment, sexual or otherwise, is a form of misconduct that undermines the integrity of the AAVSO events and is against our principles and our mission to “enable anyone, anywhere to participate in scientific discovery through variable star astronomy”. More on the AAVSO’s policies on discrimination, harassment and bullying can be found here: <https://www.aavso.org/non-discrimination-and-non-harassment-policy-american-association-variable-star-observers>

Therefore, the AAVSO is committed to providing an environment free from all forms of discrimination, harassment, and retaliation. The following conduct by event attendees is expected:

- 1) Harassment and sexist, racist, or exclusionary comments or jokes are not appropriate. Harassment includes: unwelcome and sustained/repeated disruption of discussions, work, presentations, or other event-related activities; inappropriate physical contact, sexual attention or innuendo; deliberate intimidation and stalking. It also includes offensive comments related to gender, sexual orientation, disability, physical appearance, body size, race, or religion.
- 2) Sexual harassment of any person, including unwelcome attention, stalking and physical contact is prohibited.
- 3) Abusive conduct that has the purpose or effect of unreasonably interfering with another person's ability to enjoy or participate in the event, including social events related to the conference is prohibited. This includes Disrespectful or exclusionary language or imagery and relevant references.
- 4) Undue interruption of any event, speaker or session is strictly prohibited.
- 5) Attendees who are notably disrespectful or who act in an unprofessional manner toward meeting staff, contractors, other attendees, or hotel or convention-center staff will be required to leave the meeting and may have their registration rescinded without refund. In extreme cases, the AAVSO may call law-enforcement authorities and/or pursue legal action.

If a person is found by the Association to have engaged in conduct that violates this policy, appropriate action will be taken, which may include, but is not limited to, expulsion from the event, restriction from attendance at future AAVSO events, and/or withdrawal of membership. Individuals who witness, become aware of, or experience conduct in violation of this policy should report such conduct to the AAVSO Director or AAVSO President. Retaliation for complaints of inappropriate conduct will not be tolerated. If a participant observes inappropriate comments or actions and personal intervention seems appropriate and safe, they should be considerate of all parties before intervening.

By participating to the AAVSO events (including workshops, courses and meetings), you consent by default to participate in photographing or recording of the meeting and publications of such material to AAVSO-related publications (including promotion of future events, marketing, and annual report). If you wish to be excluded from such activities, please submit a written form at least 10 days prior to the event.

Social interactions that occur outside of official AAVSO activities are not sponsored by the AAVSO and should not be considered AAVSO activities. AAVSO's business and social programs and activities are limited to those that are planned and officially publicized through the AAVSO, and the AAVSO is not responsible for any other activities that may take place before or after such programs and activities. Participation in any such outside activities is purely voluntary. Any such outside gatherings or events are solely the responsibility of those who decide to participate in them. If you choose to attend any outside gathering or participate in any such non- AAVSO-sponsored activity, however, please be mindful that as AAVSO members you are still expected to uphold the same standards of personal conduct with respect to fellow members as you would at an AAVSO-sponsored program or activity. Please also be extremely mindful of your own safety as well as that of your colleagues at all times: if you choose to use alcohol, do so only in moderation, and keep the safety and behavior of yourself and your colleagues uppermost in your mind.