



ANVC CODE OF CONDUCT

Introduction

This Code of Conduct applies to all event venues and online activities managed by the Association of Neurovascular Clinicians (ANVC) including the annual meeting, afternoon and evening social events, and online content posted under ANVC hash tags. We expect our Code of Conduct to be honored by everyone who participates in the ANVC community or claims any affiliation with ANVC. This code is not exhaustive or complete. We ask community members to adhere to it as much in spirit as in letter to create a safe and positive experience for all.

Diversity Statement

The Association of Neurovascular Clinicians (ANVC) is an organization of stroke professionals dedicated to improving quality and access to acute stroke care. As an organization, ANVC strongly values diversity in its membership. ANVC is therefore committed to creating an equitable environment where human diversity is welcomed and respected. While no list can hope to be comprehensive, we explicitly honor diversity in: age, culture, ethnicity, gender identity or expression, language, national origin, political beliefs, profession, race, religion, sexual orientation, and socioeconomic status.

Promoting Diversity

In both public and private interactions, ANVC expects its members to be respectful of all community voices. Conversations should be direct, constructive, and positive. We expect members to respect and honor all forms of diversity. Community members are also encouraged to seek diverse perspectives. As an organization, we will work to ensure that our leadership (Board of Directors, Committee Members) as well as meeting or webinar speakers reflect the diversity of ANVC.

Appreciating Differences

ANVC members come from many cultures and backgrounds. We therefore expect community members to be respectful of different cultural practices, attitudes, and beliefs. This includes being aware of preferred titles and pronouns, as well as using a respectful tone of voice.

While we do not assume ANVC members know the cultural practices of every ethnic and cultural group, we expect members to recognize and appreciate differences within our community. This means being open to learning from and educating others, as well as educating yourself.

Behavior That Will Not Be Tolerated

ANVC stands against discrimination in all forms and at every organizational level. Discrimination based on, but not limited to geographic location, gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, accent, race, ethnicity, age or religion does not abide by ANVC's values. We do not tolerate discrimination or harassment of conference participants and organizers.

Harassment includes, but is not limited to:

- Verbal comments that reinforce social structures of dominance related to geographic location, gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion.
- Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment.
- Sexual images in public spaces, including talks and advertisements by sponsors / booths.
- Deliberate intimidation, stalking, or following
- Harassing photography or recording, including logging online activity for harassment purposes and all forms of cyberbullying
- Sustained disruption of talks or other events
- Inappropriate physical contact
- Unwelcome sexual attention
- Advocating for, or encouraging, any of the above behavior

Enforcement

ANVC expects participants to follow the rules listed above at *all* event venues and event-related social and online activities. Participants asked to stop any harassing behavior are expected to comply immediately. If a participant engages in harassing behavior, event organizers retain the

right to take any actions to keep the event a welcoming environment for all participants. Potential actions include, but are not limited to: warning the offender, expulsion from the specific event, or immediate expulsion from the conference [with no refund]. Event organizers may take action to redress anything designed to disrupt the event or making the environment hostile for any participants.

Reporting

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible to the ANVC Executive Director whose contact information can be found on the ANVC website at www.anvc.org.

We will be happy to help you contact hotel/venue security, local law enforcement, local support services, and to otherwise assist you to feel safe.

Acknowledgements

This statement has drawn material from the [Ada Initiative Code of Conduct](#), the [Apache Software Foundation Code of Conduct](#), and the [Mozilla Community Participation Guidelines](#).