

## UEDA Code of Conduct

UEDA is committed to providing a welcoming and safe environment for all attendees, staff, and sponsors regardless of race, ethnicity, sexual orientation, ability, age, religion, and gender. UEDA has zero tolerance for discrimination, bullying, or harassment at UEDA convenings both at in-person and online venues. We value your attendance and participation in our community.

### **Behaviors not welcome at UEDA convenings include:**

- Homophobia, racism or any behavior that is discriminatory;
- Sexual harassment of any kind, including unwelcome sexual attention and inappropriate physical contact;
- Deliberate intimidation, stalking or following;
- Unprofessional or disrespectful behavior;
- Not respecting the boundaries of all attendees and staff;

### **Contact UEDA staff to report an incident:**

All attendees and staff are expected to adhere to these guidelines. At UEDA we respect and look out for one another. If you witness or are subjected to any type of harassment or inappropriate behavior, please reach out to a UEDA staff member. You may speak with a UEDA staff member in person, or email them at: [info@universityeda.org](mailto:info@universityeda.org).

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We value diversity and equity of our members, partners, sponsors, and governing board. Diverse experiences, backgrounds and knowledge allow UEDA to continue to adapt and evolve as an organization to best serve our members. Part of that evolution includes transparency and open dialogue around how UEDA conducts business.

As Board Members we will strive to do the following:

- Perform our duties as board members, as spelled out in the *Board Member Job Description*, to the best of our ability and in accordance with all relevant laws and organizational policies
- Represent the interests of all members and organizations served by UEDA
- Keep confidential information confidential, unless we are obligated to do otherwise
- Refrain from using confidential information acquired as a board member of UEDA for personal or third-party gain
- Disclose any potential conflicts of interest to the appropriate parties