

# Summer Mathematics Programs Consortium Conference

## Code of Conduct

### **Statement of Principles:**

The Summer Mathematics Programs Consortium (“the Consortium”) supports equality of opportunity and treatment for all participants, regardless of sex, gender, gender identity or expression, race, color, national or ethnic origin, religion or religious belief, age, family/marital status, sexual orientation, political affiliation, veteran status, educational background physical appearance, ability, socioeconomic class, or any other characteristic protected by law.

The Consortium seeks to foster an atmosphere that encourages the free expression and exchange of ideas, and simultaneously seeks to ensure a safe and welcoming environment free of harassment, bullying, retaliation, and discrimination of any kind for all attendees of the Annual Conference.

### **Here's what we're asking our community to do:**

The Consortium expects conference participants to respect each other and behave in a responsible manner. Participants should respect common-sense rules for public behavior, personal interaction, common courtesy, and respect for private property.

Assistive devices are considered an extension of their users' bodily autonomy with regard to touching, photographing, and other conduct. Service dogs, as defined by the ADA, are also an extension of their handlers and must not be touched, photographed, deliberately distracted, or otherwise impeded without permission of their handler.

As a reminder, please note that the Consortium does not have exclusive use of any BU facilities or hotel facilities. Thus, please be considerate of those people using these facilities who are not conference participants.

### **Here's what's *not* okay in our community:**

The Consortium forbids abusive, insulting, harassing, intimidating, and/or discriminatory behavior. Such behavior includes, but is not limited to: stalking, offensive comments, discriminatory statements, deliberate intimidation, sustained disruption of sessions, inappropriate physical contact, unwelcome sexual attention, display of sexual images in public spaces, and display of hateful iconography. These prohibited behaviors can include but are not limited to those related to: race, national origin, sex, gender, sexual orientation, physical appearance, age, religion, ability, family/marital status, or socioeconomic class. Examples of hateful iconography can include, but are not limited to, those listed on the websites of the Southern Poverty Law Center and the Anti-Defamation League.

## **Here's how we're enforcing these expectations:**

Conference participants, roundtable moderators, and workshop convenors are responsible for the comfort and safety of conference participants in their sessions. Disruptive behavior is not acceptable. Any request to leave an area must be complied with immediately; appeals should be brought to the Conference Planning Committee.

## **What to do if something goes wrong:**

The Consortium expects that participants who either witness or are made aware of discrimination, harassment, or bullying by others should actively seek to prevent, report, and/or otherwise mitigate the offensive behavior. Please report any incidents in which a participant is abusive, insulting, intimidating, bothersome, or acting in an unsafe or illegal manner.

You may make a report to the Conference Planning Committee:

- in person, by speaking with any member of the Conference Planning Committee
- via email at [conference-organizers@summermathprograms.org](mailto:conference-organizers@summermathprograms.org)
- via Google form (name optional) at <https://tinyurl.com/consortium-report>

## **How we will respond:**

When any member of the Conference Planning Committee receives a report of an incident that may violate the Code of Conduct, we will take it seriously and respond promptly. We will do our best to honor requests for confidentiality and to handle sensitive issues discreetly.

First, the committee will together assess the severity of the situation, make an initial action plan, and if appropriate, designate a point person to follow up with the affected individual(s) to offer supportive measures right away. Examples of supportive measures include: changes to housing, meals, and/or the conference schedule of activities; increased limits for expense reimbursements; adjustments to digital spaces (such as shared files, email lists, Slack workspace).

Second, we will do information gathering and due diligence. All parties will have the opportunity to speak on their own behalf, and will have access to a point person on the Conference Planning Committee to answer questions.

Finally, the Conference Planning Committee will take action to remediate the situation. Those actions could include additional corrective and preventative measures; bringing in internal or external mediators; or escalating an issue to be addressed under [MFOA's Discrimination Complaint Policy](#).

The Consortium reserves the right to remove anyone from the Annual Conference for violations of this Code of Conduct, and may choose to ban participation from future Consortium activities.

*Consortium Conference Code of Conduct language shamelessly and gratefully lifted and edited from the Arisia Code of Conduct, the JMM Welcoming Environment Statement, and the MAA Code of Conduct.*