



## CODE OF CONDUCT FOR THE SPRING WILDFLOWER PILGRIMAGE IN THE GREAT SMOKY MOUNTAINS NATIONAL PARK APRIL 26 - 29, 2023

The Spring Wildflower Pilgrimage in the Great Smoky Mountains National Park aims to be inclusive for all leaders, pilgrims, and others; we are committed to being thoughtful and respectful, to providing a professional, friendly, safe, and welcoming environment for all, regardless of age, gender, race, ethnicity, sexual orientation, religion, ability, or other personal characteristics. The following Code of Conduct outlines our expectations for all those who participate in the event, as well as the consequences for unacceptable behavior and guidelines for reporting Code of Conduct violations.

### Code of Conduct:

The Spring Wildflower Pilgrimage is committed to upholding standards of being good to one another, being respectful, friendly, helpful, and professional. The Pilgrimage expects that all leaders and pilgrims as well as any other attendees, vendors, exhibitors, contractors, volunteers, and venue staff will abide by this Code of Conduct, creating an environment free from harassment, discrimination, incivility, or violence of any kind. We expect all participants to exercise consideration and respect in their speech and actions and refrain from demeaning, discriminatory, or harassing behavior.

Payment of Registration Fees is considered an agreement to abide by this Code of Conduct.

Unacceptable behaviors include, but are not limited to: Intimidating, harassing, abusive, discriminatory, derogatory or demeaning writing, speech, or actions by any participant at all related events and in any form of group or one-on-one communication carried out in the context of the Program's business or activities. Harmful or prejudicial verbal or written comments or visual images related to gender, sexual orientation, race, religion, disability, age, appearance, or other personal characteristics. Inappropriate or gratuitous use of nudity, sexual images, or stereotyped images in public spaces (including presentation slides or digital communications). Deliberate intimidation, stalking or following. Harassing photography or recording. Sustained disruption of talks or other events, be they in person or virtual. Unwelcome and uninvited attention or contact. Physical assault (including unwelcome touch or groping). Real or implied threat of physical harm. Real or implied threat of professional or financial damage or harm. Retaliation for reporting unacceptable behavior. Falsely reporting unacceptable behavior. Destruction/theft of physical property, including those at onsite and offsite venues or participants' personal property. Theft of intellectual property, especially in regards to disseminating the contents of a presenter's work on social media or other platforms, without the express consent of the author.

Attendees and associates asked to stop any harassing behavior are expected to comply immediately. If any person engages in unacceptable behavior, the SWFP reserves the right to take any action it deems appropriate. SWFP reserves the right to remove an individual from the event or a program within the event without refund, to prohibit an individual from further participation in the SWFP and attendance at future events and/or to report the incident to the SWFP Organizing Committee.

### Reporting Code of Conduct Violations:

Any reporting of conduct violations should be made to the Spring Wildflower Pilgrimage Organizing Committee (see website).

### Addressing Grievances

If you feel you have been falsely or unfairly accused of violating this Code of Conduct you should notify the Spring Wildflower Pilgrimage Organizing Committee (see website) with a concise description of your grievance.

Date: 1/30/2023