



## Community Agreement

The Street Medicine Institute (the “SMI”) is committed to providing safe and welcoming environments for all who participate in SMI conferences, trainings and other events. The Street Medicine Institute prohibits and will not tolerate any form of harassment, bullying, or discrimination by participants. The Street Medicine Institute’s goal is to host conferences and other events that are inclusive for all participants, regardless of gender, sexual orientation/identity, race/ethnicity, religion, employment status, national origin, or status in the field. Accordingly, the Street Medicine Institute supports the free expression and exchange of ideas in environments that are positive and productive for all.

### Purpose

The Street Medicine Institute has established this Event Community Agreement (the “Agreement”) to serve as a guideline for the professional conduct of participants in a Street Medicine Institute-sponsored in-person or virtual conference, webinar, forum, or other event and to inform participants of the consequences for violating the Agreement. The Community Agreement supplements and supports other policies of the Street Medicine Institute, and is intended to supplement, but not replace, those policies that are applicable to all members. The SMI expects all participants at Street Medicine Institute events to follow the Agreement so that all participants can enjoy the conference or event responsibly and with respect for the rights of others. Failure to abide by the Agreement is subject to corrective action and sanctions, including refused admission, ejection, banishment, rescission of SMI membership, and other penalties consistent with the Agreement.

### Scope and Applicability

The Agreement applies to all attendees, media representatives, speakers, exhibitors, sponsors, staff, contractors, volunteers, organizers, and other guests (individually referred to as “Participant” and collectively referred to as “Participants”) at Street Medicine Institute programs, conferences, events, meetings, social gatherings, and other activities held, sponsored, or affiliated with Street Medicine Institute. Your attendance at any of these events will be deemed to be your agreement to abide by this Event Community Agreement.

### Expected Behavior

The following behaviors are expected and requested of all Street Medicine Institute conference or event Participants:

- Behaving in a courteous and professional manner
- Treating all participants with respect, dignity, and consideration, in the spirit of valuing a diversity of views and opinions
- Being considerate, respectful, and collaborative in your communication and actions
- Discussing differences and critiquing ideas in a non-confrontational manner with due regard for the viewpoints of others
- Refraining from demeaning, discriminatory, or harassing behavior and speech
- Reporting suspected inappropriate behaviors directed at yourself or others
- Respecting the rules, policies, and property of Street Medicine Institute and its facilities and vendors
- Complying with all applicable laws and regulations

## **Prohibited Behavior**

Violations of the Agreement include but are not limited to the following:

- Harassment - defined for purposes of the Agreement to include unwelcome or offensive verbal, visual, or physical contact directed at any Participant, including conduct, comments, or images that a person would reasonably find offensive, demeaning, or hostile
- Sexual harassment - defined for purposes of the Agreement to include unwelcome, unsolicited, and unreciprocated sexual advances, requests for sexual favors, and other verbal or physical conduct or gesture of a sexual nature that has or that might reasonably be expected or be perceived to offend, humiliate, or intimidate another person
- Exhibiting behavior that is unruly or disruptive or that endangers the health or safety of yourself or others
- Discriminatory conduct based on race, sex, sexual orientation, gender expression or identity, transgender status, age, national origin, disability, religion, marital status, veteran status, political affinity, national origin, or any other characteristic protected by law
- Deliberate intimidation, threatening, stalking, or following
- Sustained disruption of the conference or event
- Invasion of privacy
- Actual or threatened pushing, shoving, or use of any physical force whatsoever against any person
- Possession or use of a weapon or any other item in a way that may cause danger to others
- Destruction, theft, dismantlement, defacement, abuse, or intentional misuse of any Street Medicine Institute or contracted venues, property, equipment, signage, or supplies
- Failure to comply with directions of Street Medicine Institute staff or venue personnel regarding operations or emergency response procedures
- Retaliation against participants for reporting activity that the participant reasonably believed to be in violation of the Agreement
- Knowingly and falsely reporting violations of the Agreement in bad faith
- Accessing restricted or ticketed areas without a proper ticket, pass and/or credential; misusing tickets, passes and/or credentials; presenting a false identification; or permitting another person to falsely present the Participant's identification as his or her own.

The Agreement is not intended to be all inclusive, and it is likely there will be conduct and/or issues that the Agreement does not specifically address. In that event, as in all others, Participants are expected to follow the direction of Street Medicine Institute staff who will take appropriate action to ensure the safety, security, and well-being of Participants.

## **Reporting Unacceptable Behavior**

To report a violation of the Agreement, please contact [info@streetmedicine.org](mailto:info@streetmedicine.org). If you or someone else is in immediate danger, or if you see something suspicious or would like to report a security issue or emergency, please contact venue security or local law enforcement.

Reported violations of the Agreement are taken seriously and will be thoroughly investigated by the Street Medicine Institute with discretion. The SMI will provide notice to the alleged violator of the Agreement identifying the special conduct that may be a violation and will conduct a fair and impartial investigation of the complaint by peers in the profession. Any complaint must be based on substantial evidence. The SMI will provide a reasonable opportunity to appeal the SMI's final adverse decision.

If you believe you are being subjected to inappropriate conduct, believe someone else is being subjected to inappropriate conduct, or have any other concerns, please do not hesitate to contact the Street Medicine Institute at [info@streetmedicine.org](mailto:info@streetmedicine.org).