



## Code of Conduct

Hunger Free Oklahoma is dedicated to providing a harassment-free conference experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack thereof), or technology choices. We do not tolerate harassment of conference participants in any form.

### Expected Behavior:

- Treat all participants with respect and consideration
- Communicate openly and thoughtfully while being considerate of differing viewpoints and experiences
- Be mindful of your surroundings and of your fellow participants. Alert Hunger Free Oklahoma staff if you notice a dangerous situation or someone in distress
- All attendees are expected to respect the physical boundaries and personal space of others at all times
- For the health and safety of all participants, we kindly request that anyone feeling unwell refrain from attending any conference sessions, events, or activities; currently, there is no requirement for attendees to wear masks, however masks are welcome

### Unacceptable Behavior:

- Harassment, intimidation, or discrimination in any form
- Verbal, physical, or written abuse, including offensive comments related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion, or technology choices
- Inappropriate use of nudity and/or sexual images in public spaces (including presentation slides and demos)
- Deliberate intimidation, stalking, following, or harassing photography or recording
- Sustained disruption of talks or other events
- Inappropriate physical contact or unwelcome sexual attention; unwelcome physical contact includes, but is not limited to, touching, grabbing, or invading personal space
- Any behavior that makes others feel uncomfortable or threatened will not be tolerated and is strictly prohibited

### Consequences of Unacceptable Behavior:

Participants asked to stop any of the above-mentioned unacceptable behaviors are expected to do so immediately. Hunger Free Oklahoma staff may take any action they deem appropriate, including warning the offender, expulsion from the conference with no refund, and/or other actions, as needed.

### Reporting Incidents:

If you are being harassed, notice that someone else is being harassed, observe non-compliance with safety guidelines, or have any other concerns, please contact Hunger Free Oklahoma staff immediately. Hunger Free Oklahoma staff can be identified by a "STAFF" flag on their conference name badge or a name tag with HFO's logo. If the matter is especially urgent, please contact Michelle Brobston at 918-568-1137.