



## **American Gem Society Event Code of Conduct**

The American Gem Society (AGS) Code of Conduct outlines the Society's expectations regarding conduct while participating in American Gem Society events to ensure a respectful and safe environment for everyone. In order to participate in an AGS-sponsored event, all participants must agree to abide by this Code of Conduct. AGS reserves the exclusive and sole right to enforce its Code of Conduct.

The AGS is dedicated to ensuring that our events and gatherings are an inclusive, respectful, productive, and harassment-free environment for all event participants. Participants include, but are not limited to, member and non-member attendees, speakers, sponsors, guests, press, AGS staff members, and service providers.

AGS has zero-tolerance for any form of discrimination or harassment, including but not limited to sexual harassment by participants. If you witness or are subjected to harassment, discrimination, or any other unacceptable or threatening behavior, AGS asks that you contact any member of the AGS staff immediately. AGS attendees must obey all applicable laws and venue or platform policies.

Unacceptable Behavior is defined as:

- Harassment, intimidation, or discrimination in any form
- Verbal, written, or physical abuse or bullying of any participant
  - Examples of verbal or written abuse include, but are not limited to, comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, inappropriate use of nudity and/or sexual images in public spaces or in presentations, threatening or stalking, or any other illegal activity or forms of harassment.
  - Disorderly conduct caused by inebriation, actions that create an unsafe environment, and excessive noise will not be tolerated.

AGS reserves the right to take any action deemed necessary and appropriate, including immediate removal from the event without warning or refund, in response to failure to abide by this Code of Conduct. AGS reserves the right to prohibit attendance at future events and to notify participant's employer.

The American Gem Society is committed to creating a nurturing, welcoming, respectful, and collaborative environment for the community, and we thank our event participants for sharing our commitment.