



COMMUNITY CODE OF CONDUCT

This code of conduct is for use by the Sickle Cell Community Consortium and is to be distributed to general participants of any Leadership Summit, Convention, or events held and run by the Sickle Cell Consortium.

Please read this document carefully. By signing this document, you acknowledge that you have read and agree to the following rules and regulations which were first introduced on August 1st, 2018 and will continue to be upheld until further notice. Full cooperation from all event participants is required.

PREAMBLE

All attendees, speakers, sponsors, hosts, and volunteers at our events and/or conferences are required to read, agree to, and sign the following **Code of Conduct**. Event organizers will enforce this code throughout the 2020 Leadership Summit and 2020 Warrior's Convention in its entirety. Full cooperation from all event participants is required to help ensure a safe environment for everyone's peace of mind and enjoyment.

The Sickle Cell Community Consortium (SC3) is trusted to promote, develop, and execute the annual Summit, and Convention. Sickle Cell Disease is the primary focus of our education and planning. SC3 events include various educational and social activities geared toward all ages of SCD Warriors, Caregivers, and general participants. Our goal is to show up and speak up for Sickle Cell Disease by educating the public, and our own SCD Community on the ins and outs of Sickle Cell Disease in areas of Medical Care, Support Systems, Hospital Procedures, Government services, Navigating the Healthcare system, and much more.

We fail in this goal if we, as a whole, create an environment where improper conduct of attendees and participants is condoned. Victims of this poor conduct will not enjoy any SC3 event, nor will they find learning about SCD or the general SCD Community to be fun or accessible.

SC3 and its event-planning teams are committed to responding and taking appropriate action to reports of misconduct.

HARASSMENT AND ASSAULT

Our conference is dedicated to providing a harassment-free 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.** Sexual language and imagery is not appropriate for any conference venues, including talks, workshops, parties, or online media (*twitter, instagram, facebook, etc.*) in association with SC3 events. Conference participants violating these rules may be sanctioned or expelled from the conference *without a refund* at the discretion of the conference organizers.

Definition of Harassment is any behavior that annoys other persons, aggravates them, or makes them feel unsafe. This includes but is not limited to:

- Unwanted or threatening physical contact,
- Unwanted or threatening verbal contact,
- Following someone in a public area without a legitimate reason, and
- Threatening physical harm in any way.

Additionally, the Sickle Cell Consortium does not tolerate discrimination in any form -- based on but not limited -- to gender, race, ethnicity, religion, age, sexual orientation, gender identity, or physical/mental health conditions. Always ask if you may touch clothing, property, or the person.

If you are being bothered or are uncomfortable with someone's actions toward you, communicate any one of the following messages listed below. If someone won't understand the following simple rules, **contact our on-site SC3 Staff for assistance**, or ask any convention staff member to do so on your behalf. Participants asked to stop any harassing behavior are expected to comply immediately.

- "No." No means no.
- "Please stop." Stop means stop.
- "Please go away." Go away means go away

All participants of this convention have the right not to join in any activities that cause them discomfort and to speak out if they feel harassed or unsafe. Complaints will be taken seriously. The matter may be referred to law enforcement authorities if deemed necessary. We reserve the right to revoke a registrant's attendance at our discretion at any time. SC3 staff are happy to assist individuals that may be experiencing harassment. We value your attendance and wish for everyone in attendance to be guaranteed a safe experience.

CYBERBULLYING

Cyberbullying, which is bullying via digital media, has the potential to cause intense harm to others.

An element of cyberbullying of particular concern is that sometimes children, youth, or adults don't realize that they are cyberbullying either because of ignorance about online etiquette as people do things they would not normally do because of technology.

The Sickle Cell Community Consortium views Cyberbullying as using technological means to:

- Intimidate
- Spread rumors
- Slander
- Harass or threaten
- Abuse others: Mentally, Emotionally, Verbally
- Inappropriate jokes about Sickle Cell Disease or those who have it

The above behaviors constitute a violation of partnership with the Sickle Cell Consortium.

Credentialed Community Based Organizations (CBOs) assume responsibility for enforcing the Anti-bullying Policy set in place by the Consortium.

GENERAL GUIDELINES

Individuals attending the Convention & Summit are expected to use school-appropriate language throughout the convention. Lewd, obscene, or offensive language will not be tolerated.

Remember to wear your own name tag at all times while participating in Convention activities. If you lose your name tag, please contact SC3 staff to find out if it has been found, or if it can be replaced.

The use of illegal drugs, fireworks or weapons by anyone attending an SC3 convention is strictly prohibited. Possession of alcohol, illegal drugs, fireworks or weapons constitutes a major infraction of the rules, and conference participants will be removed from the site, but only after local authorities have carried out any required proceedings.

Ask if you may touch clothing, property, or the person. If you are being bothered or are uncomfortable with someone's actions toward you, please communicate any one of the following messages: "No," "Please stop," or "Please go away." Participants asked to stop any harassing behavior are expected to comply immediately. If someone refuses please contact our onsite SC3 staff or any convention staff member for assistance. Please remember to treat people as you'd want others to treat you.

All convention members who fail to adhere to all convention rules will be notified by the beginning (January) of the following year by the Consortium's Executive Board as to whether or not they will be allowed to attend the following year's Convention.

PERSONAL PROPERTY

Do not bring valuables to convention that you can not personally keep on your person or in your view. The Sickle Cell Community Consortium will not be responsible for any lost or stolen personal items, items lost or stolen.

PHOTOGRAPHY AND VIDEO

When photographing or videotaping other individuals, please use common courtesy and ask before photographing or videotaping them. Respect their rights if they do not wish to be photographed or videotaped. If someone asks or otherwise indicates that they do not wish to be photographed, please DO NOT photograph or videotape them.

Individuals may take pictures and videotapes for private viewing or sharing with friends. We ask our attendees to be courteous to those they wish to take pictures of, especially if you wish to place those pictures or video clips onto a personal Web page or similar Internet archive. In this case, ask your subjects for their explicit permission to do this.

Any plans to capture audio or visual imagery for repackaging, display, or distribution for any purpose outside of private use, must be pre-approved by the Consortium team, and included in meeting audiovisual liability waivers. This includes, but is not limited to not-for-profit organizations, pharmaceutical companies, academia, industry, government and private think tanks and consultations.

ILLEGAL SUBSTANCES AND WEAPONS

IMPORTANT: Please be aware that the possession, use, and distribution of Marijuana or other Illegal Substances is strictly prohibited in both Georgia and Las Vegas, during both the 2020 Leadership Summit (Georgia) and the 2020 Warriors Convention (Las Vegas) The Georgia Medical Cannabis bill allows for 20 oz or less of CBD (THC) oil ONLY. The oil must be prescribed and in a clearly labeled medical container. All other forms of marijuana remain illegal in the state of Georgia. If you are found with, or found in use of these items during the event by our staff, or hotel and security personnel, you will be asked to leave the 2020 Leadership Summit, potentially facing repercussions in your partnership with the Consortium, as well as be subject to legal action by the state of Georgia. Please do not use or bring Marijuana or any other illegal substance to the 2020 Summit.

The Sickle Cell Community Consortium wants you to have great memories from a fantastic convention. If you have questions or comments regarding SC3 event policies, please contact our team on-site at the event. Failure to comply with the rules and guidelines set forth in this agreement may result in an

investigation by the Ethics & Oversight Committee of the Sickle Cell Consortium. All convention members who have failed to adhere to the rules in the previous year, will be notified by January of the following year by the Executive Board as to whether or not they will be allowed to attend events in the future.