

STATE BAR *of* TEXAS

Events and Conferences Code of Conduct

Our goal is to provide a professional, harassment-free event experience for everyone, regardless of race, sex, color, religion, national origin, age, military and/or veteran status, sexual orientation, gender identity, gender expression, disability, or any other characteristic protected by applicable federal, state, or local law.

All participants at our events, meetings and conferences are requested to abide by the following code of conduct. "Participants" include attendees, speakers, volunteers, exhibitors, and staff. Cooperation from all participants helps ensure a safe environment for everyone.

Harassment of event participants will not be tolerated in any form. Anyone violating these rules may be expelled from the event without a refund at the discretion of the conference organizers.

At a State Bar of Texas event, you agree to the following:

- Respect the boundaries of other participants.
- Uphold a high standard of professionalism and ethical conduct.
- Conduct yourself in a way that reflects favorably on the legal community.
- "If you see something, say something."

These behaviors do not belong at a State Bar of Texas event:

- Invasion of privacy, including taking photos or videos of or with people without their consent.
- Racist, sexist, homophobic or other behavior that discriminates against a group or class of people.
- Being disruptive, drinking excessively, stalking, or threatening anyone.
- Sexual harassment of any kind, including unwelcome sexual attention, proposition, inappropriate physical contact, showing lewd photographs or videos or pornography.
- Abuse of power (including abuse related to position, wealth, race, or gender).

Reporting

If you or anyone else experiences harassing or other inappropriate conduct, please report it as soon as possible to an onsite State Bar staff member. When taking a report, our staff will ensure you are safe and cannot be overheard. They may involve other event staff to ensure your report is managed properly. The staff member will ask you about what happened. This can be upsetting, but we will handle it respectfully, and you can bring someone to support you. You won't be asked to confront anyone, and we won't reveal your identity to anyone without your permission.

Event staff will exercise their discretion to take appropriate action to address the behavior. Staff can also help you contact hotel/venue security or otherwise assist you to feel safe for the duration of the event.

If you have a complaint about inappropriate behavior by an event staff member, you can report the incident to another onsite staff member or call State Bar Human Resources at (512) 427-1489 or the State Bar Legal Counsel's Office at (512) 427-1552.

If you are the victim of or observe any criminal behavior, contact appropriate onsite security personnel and/or call local law enforcement.

Consequences

Participants asked to stop any harassing behavior are expected to comply immediately.

If a participant engages in harassing behavior, event staff retain the right to take any actions to keep the event a welcoming environment for all participants. This includes warning the offender or expelling the offender from the event without a refund.

Event staff, in their discretion, may take action to redress anything designed to, or with the clear impact of, disrupting the event or making the environment hostile for any purpose.