



## The Consortium of MnPALS Libraries Code of Conduct for Virtual Meetings

MnPALS holds professional conferences and meetings to enable its members to receive continuing education and professional networks. MnPALS is committed to providing a safe, productive, and welcoming environment for all meeting participants and PALS staff. All participants, including, but not limited to, attendees, speakers, volunteers, and PALS staff members, service providers, and others are expected to abide by this Virtual Programs Code of Conduct. This Policy applies to all MnPALS meeting-related events, including those sponsored by organizations other than MnPALS but held in conjunction with MnPALS events, on public or private platforms.

MnPALS has zero-tolerance for any form of discrimination or harassment, including but not limited to sexual harassment by participants or our staff at our meetings. If you experience harassment or hear of any incidents of unacceptable behavior, MnPALS asks that you inform Johnna Horton, the Executive Director of PALS at [johnna.horton@mnsu.edu](mailto:johnna.horton@mnsu.edu), so that she can take the appropriate action.

Unacceptable Behavior is defined as:

- Harassment, intimidation, or discrimination in any form.
- Verbal abuse of any attendee, speaker, volunteer, exhibitor, PALS staff member, service provider, or other meeting guest.
- Examples of verbal abuse include, but are not limited to, verbal 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, or threatening or stalking any attendee, speaker, volunteer, exhibitor, MnPALS staff member, service provider, or other meeting guest.



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- Disruption of presentations during sessions, or any other part of the conference. All participants must comply with the instructions of the moderator and any MnPALS virtual event staff.
- Presentations, postings, and messages should not contain promotional materials, special offers, job offers, product announcements, or solicitation for services. PALS reserves the right to remove such messages and potentially ban sources of those solicitations.
- Participants should not copy or take screen shots of Q&A or any chat room activity that takes place in the virtual space.

The PALS staff, working on behalf of the Consortium of MnPALS Libraries, reserve the right to take any action deemed necessary and appropriate, including immediate removal from the meeting without warning or refund, in response to any incident of unacceptable behavior, and they reserve the right to prohibit attendance at any future meeting, virtually or in person.



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