

## **MINEXCHANGE 2021 SME ANNUAL CONFERENCE & EXPO AND CMA 123RD NATIONAL WESTERN MINING CONFERENCE CODE OF CONDUCT**

Prior to logging in to MINEXCHANGE 2021, all participants are expected to be familiar with this policy and agree to abide by the following Code of Conduct.

Participation constitutes consent to audio and visual recording (and use and alteration of the recording) by SME or CMA for both event and potential promotional purposes aligned with the Society's mission.

A tenant of MINEXCHANGE is an emphasis on the value of networking. As such, our goal is to create an environment where everyone feels welcome to participate, speak up, ask questions, and engage in conversation. We are dedicated to providing a harassment-free environment for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, or religion (or lack thereof). We do not tolerate harassment of participants in any form. Sexual language and imagery is not appropriate during any aspect of this virtual event/conference, including, but not limited to, sessions, networking function, workshops, virtual happy hours, parties, social media, or other online media. We invite all those who participate to help us create a safe and positive experience for everyone.

Following a Code of Conduct allows SME and CMA to create the best experience possible for all attendees.

Expected behavior:

- Exercise consideration and respect in your speech and actions.
- Attempt collaboration before conflict.
- Refrain from demeaning, discriminatory, or harassing behavior and speech.
- Be mindful of your surroundings and of your fellow participants. Alert SME/CMA staff if you notice a dangerous situation, someone in distress, or violations of this Code of Conduct, even if they seem inconsequential.
- During MINEXCHANGE, or any of its related events, participants should not engage in harassment in any form.
- Do not disrupt any element of MINEXCHANGE (e.g., "zoom-bombing") or engage in harm or threats of harm of any kind. Do not create/contribute to a safety threat or unsafe or exclusionary situation.
- Do not make audio or visual recordings of MINEXCHANGE elements (including sessions, chats, happy hours, etc.) in any medium—and do not distribute audio or visual recordings of MINEXCHANGE (via social media or any other means). Only SME, CMA or its representatives may do so, after notifying participants to give them an opportunity to opt out.
- Do not take or distribute pictures of or copy research posters/presentation materials unless explicit permission is granted.

- Participants violating these rules may be expelled from MINEXCHANGE without a refund at the discretion of SME or CMA. Participants asked to stop any harassing behavior are expected to comply immediately.

Reporting an incident:

If you see, overhear or experience a violation of the Code of Conduct during MINEXCHANGE, and would like to report a violation, please email us at [cs@smenet.org](mailto:cs@smenet.org).