



## 2025 Rehabilitation Nursing Conference

### Code of Conduct

All participants are asked to review and agree to this Code of Conduct.

The Rehabilitation Nursing Conference Code of Conduct is designed to strengthen our ability to safeguard and foster our community's wellness and growth in a safe, productive space. It provides clarity and expectations regarding participants' behavior and responsibilities.

This Code of Conduct is a living document subject to change. While reviewed annually, it may be updated as issues or situations arise. It is not exhaustive, and violations of the spirit of the document are not permitted.

The Association of Rehabilitation Nurses (ARN) is dedicated to the open exchange of ideas and freedom of thought in a harassment-free meeting experience. We are committed to hosting a successful conference that fosters inclusivity, mutual respect, and welcomes the diversity of all participants. We aim to provide a safe environment for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, or any other status protected by law.

To ensure these goals are met during the Rehabilitation Nursing Conference, all faculty, moderators, and attendees are expected to adhere to the following Code of Conduct in all aspects of the event, including social media. ARN staff and their representatives will enforce this code throughout the event and address those who do not comply. Actions may include a warning to cease their behavior or removal from the 2025 Rehabilitation Nursing Conference and/or related digital spaces.

#### **Expected Code of Conduct**

Conference organizers expect participants, faculty, and moderators to respect one another and behave in accordance with professional, civil standards and this Code of Conduct. They should respect common sense rules for public behavior, common courtesy, and personal interaction. We acknowledge that cross-cultural communication can often be complex and encourage everyone to consider the impact of their words and actions on those with different backgrounds and experiences.

It is expected that all meeting participants, faculty, and moderators work to create a welcoming environment. ARN strives to make this a respectful and collaborative space and encourages all participants to lead by example to represent the best version of the rehabilitation nursing community.

### **Unacceptable Behavior**

Harassment and hostile behaviors are unacceptable. ARN will not tolerate harassment in any form, including but not limited to harassment based on gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, or any other status.

Harassment includes, but is not limited to:

- Verbal comments or imagery that reinforce social structures of domination.
- Unwelcome comments regarding a person's lifestyle choices and practices.
- Abusive or offensive language or imagery.
- Intimidation, stalking, inappropriate contact, harassing photography or recording, sexual imagery, sustained disruption of talks or events, or encouragement of unacceptable behavior.

Hostile behavior, including using words that intimidate, create discomfort, or interfere with a person's participation in the event, will not be tolerated.

### **Related Unacceptable Behaviors**

These include, but are not limited to:

- Disregard of stated rules and regulations of the host site.
- Willful behavior that puts at serious risk your own or someone else's health or safety.
- Distribution of materials of any kind outside of designated spaces without prior written approval from ARN.

### **Reporting Violations**

Violations of this policy should be reported immediately to any member of the ARN staff.

ARN prohibits any discrimination or harassment not only during the Rehabilitation Nursing Conference but also within all ARN physical and digital spaces. Participants are asked to respect the security and privacy of ARN's digital spaces and refrain from engaging in unacceptable behavior.

*NOTE: Parts of this Code of Conduct have been adapted from similar statements developed by other organizations.*