



## Virtual Event Code of Conduct

The School Nutrition Association (SNA) is committed to creating and maintaining a harassment-free environment for all participants in the Association's activities. SNA has zero-tolerance for any form of discrimination or harassment, including but not limited to sexual harassment by participants or our staff at our virtual events.

All participants in SNA virtual events should review and will be expected to uphold [SNA's Policy Against Harassment](#).

This code of conduct expands upon the Policy Against Harassment and applies to all SNA meeting-related events, including those sponsored by organizations other than SNA but held in conjunction with SNA events, on public or private platforms.

If you experience harassment or hear of any incidents of unacceptable behavior, you may report them anonymously via the [reporting form](#). You may also inform either Jennifer Lewi, Staff Vice President of Membership & Professional Development, [jlewi@schoolnutrition.org](mailto:jlewi@schoolnutrition.org), or Rhea Steele, Chief of Staff, [rsteale@schoolnutrition.org](mailto:rsteale@schoolnutrition.org), so appropriate action can be taken.

SNA expects all attendees of virtual events to

- Exercise consideration and respect in actions and all forms of communication;
- Refrain from all forms of discrimination and harassment; and
- Alert SNA upon observation of discrimination or harassment.

### Unacceptable Behavior

SNA will not tolerate any forms of the following:

**Abuse:** Any action directed at an individual that (a) interferes substantially with that person's participation; or (b) causes that person to fear for his/her personal safety.

**Discriminatory Harassment:** Any conduct that discriminates or denigrates an individual on the basis of race, ethnicity, religion, citizenship, nationality, age, sexual or gender identity, disability, and any other characteristic protected by law in the location where the SNA activity takes place.

**Sexual Harassment:** Unwelcome sexual advances, requests for sexual favors, or other inappropriate communications of a sexual nature.

**Harassment can occur when there is no deliberate intention to offend.** Harassment committed in a joking manner or disguised as a compliment still constitutes unacceptable behavior.

## Specific Examples of Unacceptable Behaviors

Unacceptable behavior includes, but is not limited to the following:

- intimidating, harassing, abusive, discriminatory, derogatory or demeaning communications or actions by any participant in SNA activities, events, or and in one-on-one or group communications carried out in the context of SNA activities;
- offensive, degrading, humiliating, harmful, or prejudicial verbal or written comments or visual images related to gender, sexual orientation, race, religion, disability, age, appearance, or other personal characteristics;
- unwelcome advances or propositions;
- requests for sexual favors or other conduct of a sexual nature;
- degrading or humiliating comments about an individual's appearance;
- inappropriate or gratuitous use of nudity, sexual images, or stereotyped images;
- deliberate intimidation, stalking, or repeated communications;
- harassing photography or recording;
- sustained disruption of talks or other events;
- real or implied threat of physical harm or professional or financial damage; or actual or threatened personal or professional retaliation for a rejection or report of unacceptable behavior.

Any Participant whose safety is threatened or violated is urged to contact local law enforcement immediately.

## Warnings and Disclaimers

This Virtual Event Code of Conduct is intended to compliment the [Policy Against Harassment at SNA Activities](#) and is not intended to limit open discussion of the merits of particular work or issues presented at SNA events. It applies only to **behavior** at SNA events and activities.

SNA assumes no liability or responsibility for the actions of any member or other activity participant.

SNA reserves the right to take any action deemed necessary and appropriate, including but not limited to:

- removing an individual from any SNA activity without warning or refund;
- prohibiting an individual from participating in future SNA activities, including serving as a presenter and contributing to SNA publications and other content sources;
- excluding an individual from future SNA leadership positions;
- removing an individual from current SNA leadership positions;
- excluding any individual from deriving other benefits from SNA activities; and
- suspending or terminating membership in SNA.

More information and actions SNA may take are available in the [Policy Against Harassment at SNA Activities](#).