

## **AIMS INTERNATIONAL SAFETY SEMINAR ATTENDEE CODE OF CONDUCT**

The AIMS International Safety Seminar (“Seminar”) is a comprehensive safety-training experience for individuals responsible for the care and safety of the amusement industry's guests and employees. The Seminar is world-renowned for the quality of its diverse curriculum and is guided by top industry professionals. In order to provide a positive, safe and harassment-free experience in which individuals may learn, teach and network in an environment of mutual respect, AIMS has adopted the following Code of Conduct for all Seminar attendees, participants, speakers, exhibitors, staff and volunteers (“Attendees”), outlining the expectations for the behavior of the Attendees at all Seminar venues and related social events, as well as the consequences for unacceptable behavior.

Attendees are expected to be considerate and respectful of all other Attendees, handle dissent or disagreement with courtesy, dignity and an open mind, be respectful when providing feedback, be open to alternate points of view, and refrain from engaging in or perpetuating discriminatory or harassing behavior or speech. Harassment includes, but is not limited to, offensive verbal or written comments, and negative behavior, whether in real or virtual space, including those which are related to or are based upon gender, age, sexual orientation, gender identity, gender expression, disability, physical appearance, body size, race, ethnicity, religion or other group identity. Harassment also includes display of sexual images in a public space, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of sessions or other events, inappropriate physical contact, and unwelcome physical contact or sexual attention.

Unacceptable behaviors include, but are not limited to:

- Intimidating, harassing, abusive, discriminatory, disparaging, derogatory or demeaning speech or actions against any person, company, or organization;
- Boisterous, lewd or offensive behavior or language, including but not limited to sexually explicit language, profanity, obscene gestures, racial, religious, gender or ethnic slurs;
- Harmful or prejudicial verbal or written comments or visual images related to gender, sexual orientation, race, religion, or disability;
- Inappropriate use of nudity and/or sexual images in public spaces (including presentation slides);
- Deliberate intimidation, stalking or following;
- Disruption of sessions or other events;

- Physical or verbal abuse (including unwelcome touching or groping), intimidation, threats, efforts to annoy others, or harassment;
- Real or implied threat of professional or financial damage or harm; and
- Failure to obey the rules and regulations of each of the Seminar venue(s).

Attendees asked to refrain from engaging in any such unacceptable behavior are expected to comply immediately. Seminar organizers may take any action they deem appropriate against Attendees engaging in any such activities, up to and including expulsion from the seminar without warning or refund, and intervention by venue security and/or local law enforcement officials.

### **What to do if you witness or are subjected to unacceptable behavior**

If you are subjected to unacceptable behavior, observe someone else being subjected to unacceptable behavior, or have any other concerns regarding this Code of Conduct, please immediately notify a Seminar organizer identified below. All reports will remain completely confidential.

Seminar staff will be available to help participants contact venue security or local law enforcement, to provide escorts, or to otherwise assist those experiencing unacceptable behavior.

### **Contact Information**

Please report any unacceptable behavior either directly to an AIMS staff person, or by phone, text or e-mail, at the following:

**Phone or text:** (714) 697-6654  
**E-mail:** [info@aimsintl.org](mailto:info@aimsintl.org)