

PNS Code of Conduct

Introduction

This Code of Conduct applies to all event venues and online activities managed by the Peripheral Nerve Society (PNS), including the Annual Meeting, social events, and online content posted under PNS hashtags. We expect our Code of Conduct to be honored by everyone who participates in the PNS community or claims any affiliation with the PNS. This code is not exhaustive or complete. We ask community members to adhere to it as much in spirit as in letter to create a safe and positive experience for all.

Diversity Statement

The Peripheral Nerve Society (PNS) is committed to diversity in its membership, officers, staff, contractors, and executive committee. Diversity is an inclusive concept encompassing gender, gender identity, race, color, ethnic origin, national origin, religion, sexual orientation, age, and disability.

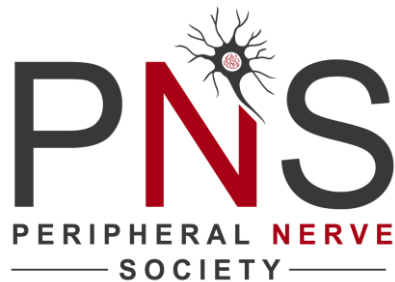
The PNS is a richer and more effective organization because of diversity, as it increases our Society's strengths, capabilities, and adaptability. Through increased diversity, our Society can more effectively address members and societal needs with the varied perspectives, experiences, knowledge, information, and understanding inherent in a diverse relationship.

Promoting Diversity

In both public and private interactions, the PNS expects its members to be respectful of all community voices. Conversations should be direct, constructive, and positive. We expect members to respect and honor all forms of diversity. Community members are also encouraged to seek diverse perspectives. As an organization, we will work to ensure that our leadership (Board of Directors, SIG Boards, and Committee Members) and meeting or webinar speakers reflect the diversity of the PNS.

Appreciating Differences

PNS members come from many cultures and backgrounds. We, therefore, expect community members to be respectful of different cultural practices, attitudes, and beliefs. This includes being aware of preferred titles and pronouns and using a respectful tone of voice.



While we do not assume PNS members know the cultural practices of every ethnic and cultural group, we expect members to recognize and appreciate differences within our community. This means being open to learning from and educating others, as well as educating yourself.

Behavior That Will Not Be Tolerated

The PNS stands against discrimination in all forms and at every organizational level.

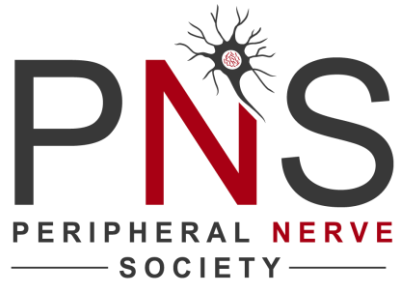
Discrimination based on, but not limited to, geographic location, gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, accent, race, ethnicity, age, or religion does not abide by the PNS's values. We do not tolerate discrimination or harassment of conference participants and organizers.

Harassment includes, but is not limited to:

- Verbal comments that reinforce social structures of dominance related to geographic location, gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion.
- Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment.
- Sexual images in public spaces, including talks and advertisements by sponsors/exhibitors.
- Deliberate intimidation, stalking, or following
- Harassing photography or recording, including logging online activity for harassment purposes and all forms of cyberbullying
- Sustained disruption of talks or other events
- Inappropriate physical contact
- Unwelcome sexual attention
- Advocating for, or encouraging, any of the above behavior

Enforcement

The PNS expects participants to follow the above rules at *all* event venues and event-related social and online activities. Participants asked to stop any harassing behavior are expected to comply immediately. If a participant engages in harassing behavior, event organizers retain the right to take any actions to keep the event a welcoming environment for all participants. Potential actions include, but are not limited to, warning the offender, expulsion from the specific event, or immediate expulsion from the meeting [with no refund]. Event organizers may redress anything designed to disrupt the event or make the environment hostile for any participants.



Reporting

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible to the PNS Executive Director, whose contact information can be found on the PNS website at www.pnsociety.com. Harassment reduces the value of our community for everyone. We will be happy to help you contact hotel/venue security, local law enforcement, local support services and otherwise assist you in feeling safe.

Acknowledgments

This statement has drawn material from the Ada Initiative Code of Conduct, the Apache Software Foundation Code of Conduct, and the Mozilla Community Participation Guidelines.

Approved by the PNS Board of Directors February 2022.