



## FLLS Code of Conduct for Programs

FLLS strives to provide a safe and respectful environment that includes space for the open exchange of ideas. We value your attendance at FLLS meetings, webinars, and workshops, and are dedicated to providing a positive experience for all participants and members. We want all FLLS events to be welcoming, supportive, and comfortable for all levels of staff at our member libraries. We are committed to Inclusive, Diverse, Equitable, and Accessible Services. View our commitment to I.D.E.A.S. [here](#).

We expect that you will treat speakers, FLLS staff, and other attendees with respect. Participation in discussions and activities should be courteous at all times. All attendees are expected to exercise tolerance of the perspectives and opinions of all present and use discretion with photographs, recordings, and sharing. We ask that you are thoughtful in sharing and listening.

We do not tolerate harassment in any form. Some behaviors are, therefore, specifically prohibited:

- Harassment or intimidation based on race, religion, language, gender, sexual orientation, gender identity, gender expression, disability, appearance, or other group status.
- Sexual harassment or intimidation, including unwelcome sexual attention, stalking (physical or virtual), or unsolicited physical contact.
- Yelling at or threatening speakers (verbally or physically).

If an attendee engages in disruptive or harassing behavior during a virtual or in-person event, FLLS staff may take any action it deems appropriate, including warning the offender or expulsion from the event or removal from the online platform. If you are being harassed or if you are concerned about someone's behavior at an in-person or virtual event, please contact a FLLS staff person immediately, including but not limited to: [sglogowski@fills.org](mailto:sglogowski@fills.org), [jshonk@fills.org](mailto:jshonk@fills.org), and [heckerson@fills.org](mailto:heckerson@fills.org).

### Sources Consulted:

- <https://clrc.org/registration-policies/>
- <https://2019.alaannual.org/general-information/statement-appropriate-conduct-community-guidelines>
- [https://scrlc.org/data/Code\\_of\\_Conduct\\_Final\\_Version\\_08191.pdf](https://scrlc.org/data/Code_of_Conduct_Final_Version_08191.pdf)

*Approved by IDEA Committee 10/19/2022  
Presented to FLLS Board of Trustees, 11/16/2022*