



Code Of Conduct

Purpose

PARPA is committed to providing a respectful environment free of discrimination and harassment, regardless of an individual's race, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other characteristic prohibited by law. Because PARPA expects participants in its activities, events and meetings to respect one another and to recognize and value individual differences, it will not tolerate discriminatory, harassing, disrespectful or otherwise unacceptable behavior at any of its activities, events, or meetings. It adopts the following Code of Conduct, and expects those that participate in any of its activities, events, or meetings, including when representing PARPA in outside events, to abide by it.

Definitions

Discrimination

It is discrimination to make any decision or judgments based on another person's race, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other characteristic protected by law.

Harassment

Harassment consists of unwelcome verbal, visual, or physical conduct that is based on another person's race, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other characteristic protected by law. It may include, but is not limited to, actions such as use of epithets, slurs, negative stereotyping, jokes, or threatening, intimidating or hostile acts that relate to sex, race, age, disability, or other protected categories. Harassment may also include written or graphic material that denigrates or shows hostility toward an individual or group based on protected characteristics, whether that material is sent by email, placed on walls, bulletin boards, computer screens or other devices, or elsewhere on the premises of the activity, event, or meeting.

Sexual Harassment

Sexual harassment can involve unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature. It can involve conduct by a person of any gender toward a person of any gender.

Sexual Harassment includes, but is not limited to, the following

- Repeated sexual flirtations, advances, or propositions.
- Continued and repeated verbal abuse of a sexual nature, sexually related comments and joking, graphic or degrading comments about an employee's appearance or displaying sexually suggestive objects or pictures including cartoons and vulgar e-mail messages.
- Any uninvited physical contact or touching, such as patting, pinching or repeated brushing against another's body.

Such conduct may constitute sexual harassment regardless of whether the conduct is between members of PARPA, or directed at non-PARPA members conducting business with PARPA at meetings and/or events.

Disrespectful Behavior

Disrespectful behavior consists of verbal or physical conduct, unrelated to an individual's protected characteristics, which demeans, belittles, disparages or degrades another person.

Unacceptable Behavior

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

- Aggressive, bullying, or intimidating behavior
- Harmful or offensive verbal or written comments or visual images related to race, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other characteristic protected by law
- Inappropriate use of nudity and/or sexual images in work or public spaces
- Deliberate intimidating, bullying, or stalking
- Harassing photography or recording
- Sustained disruption of the activity, event, or meeting
- Unwelcome sexual attention or contact
- Physical assault (including unwelcome touching or groping)
- Real or implied threat of physical harm

Implementation and Response to Unacceptable Behavior

Upon your yearly renewal, you will accept, and pledge to adhere of the Code of Conduct by checking off a box on the renewal application. The Code of Conduct will be on the PARPA website, in the By-Law's section. Complaints or violations of this policy may be directed to the PARPA President.

If you are subject to what you believe is unacceptable behavior under this Code of Conduct, or witness such behavior, please inform the PARPA President immediately. If the President is not available, you may inform any other Officer or Trustee, who will work with the designated staff person to respond to the complaint.

PARPA takes these complaints seriously, and, will take any action deemed appropriate upon assessing the situation. Possible responses may include a warning to, or expulsion of the alleged offender from PARPA activities, events, or meetings, and where appropriate, expulsion from the association.

Any complaint brought to PARPA's attention will be treated confidentially to the extent possible to properly assess the situation. PARPA will take all appropriate steps to ensure that the complainant is no longer subject to the unacceptable behavior.

PARPA will not tolerate retaliation against any individual who complains of unacceptable behavior under this Code of Conduct. It will take every step necessary to ensure that retaliation does not occur, and if it believes that retaliation has occurred, PARPA will take any action needed to stop the retaliation.