



Anxiety & Depression  
Association of America

Triumphing Through Science, Treatment, and Education

## ADAA Conference Code of Conduct

The Anxiety and Depression Association of America (ADAA) is committed to providing a safe, productive, and welcoming environment for all conference participants and ADAA staff. All participants, including, but not limited to, attendees, speakers, volunteers, exhibitors, sponsors, ADAA staff members, service providers, and all others are expected to abide by this Code of Conduct. This Policy applies to all ADAA meeting-related events and webinars, on public or private platforms, including those sponsored by organizations other than ADAA but held in conjunction with ADAA events.

ADAA has a zero-tolerance policy regarding any form of discrimination or harassment by participants or our staff at our meetings. Zero-tolerance means that the Association will not tolerate any conduct by or towards any meeting participant and ADAA staff during the conference that singles out an individual or group of individuals for different treatment than others based on a legally protected characteristic, that is intended to or has the effect of unreasonably interfering with another's participation in or that creates an intimidating, hostile, or offensive conference.

If you experience harassment or hear of any incidents of unacceptable behavior, ADAA requests that you inform ADAA Executive Director Susan Gurley ([sgurley@adaa.org](mailto:sgurley@adaa.org)) so appropriate action can be taken.

### Unacceptable Behavior is defined as:

- Harassment, intimidation, or discrimination in any form, including but not limited to sexual harassment.
- Verbal or written abuse of any attendee, speaker, volunteer, exhibitor, sponsor, ADAA staff member, service provider, or other meeting guest.
  - Examples of verbal abuse include, but are not limited to, verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, inappropriate use of nudity and/or sexual images in public spaces or in presentations, or threatening or stalking any attendee, speaker, volunteer, exhibitor, sponsor, ADAA staff member, service provider, or other meeting guest.
- Disruption of presentations during sessions, in the exhibit hall, or at other events organized by ADAA throughout the meeting. All participants must comply with the instructions of the moderator and any ADAA event staff.



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ADAA reserves the right to take any action deemed necessary and appropriate, including immediate removal from the meeting without warning or refund, in response to any incident of unacceptable behavior, and ADAA reserves the right to prohibit attendance at any future meeting, virtually or in person.

## **DISCLAIMER ON RECORDING**

By participating in ADAA events, you acknowledge that these events may be recorded for future use by ADAA. Attendees automatically agree to authorize recording of audio and visual content (including public Q&A chat functions) presented during the event and consent to subsequent use of the recording in the public domain by ADAA unless otherwise stated. While presenter information such as name, credentials, title, and affiliation will be shared, attendee personal information will not be displayed in the recording or available in the public domain after the conclusion of the event. If you do not consent to the audio and video recording of the event, please direct your concerns to ADAA Executive Director Susan Gurley, at [sgurley@adaa.org](mailto:sgurley@adaa.org) or 240-485-1020.

Questions about this Code of Conduct or Recording Disclaimer should be directed to ADAA Executive Director Susan Gurley, at [sgurley@adaa.org](mailto:sgurley@adaa.org) or 240-485-1020.