



Anxiety & Depression
Association of America
Triumphing Through Science, Treatment, and Education

ADAA Code of Conduct

The Anxiety and Depression Association of America (ADAA) is committed to providing a safe, productive, and welcoming environment for all meeting 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, in-person or 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 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 environment.

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) 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 conference. All participants must comply with the instructions of the moderator and any ADAA event staff.



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- Presentations and postings, questions, or messages posted to those presentations should not contain promotional materials, special offers, job offers, product announcements, or solicitation for services. ADAA reserves the right to remove such messages and potentially ban sources of those solicitations.
- Participants should not copy or take screen shots of Q&A or any chat room activity that takes place in a virtual space.

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, including webinars, the Fall Forum, and the Annual Conference, you acknowledge that these events may be recorded for future use by ADAA. Attendees automatically agree to authorize recording of audio and visual content 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 do not log in to participate and direct your concerns to Vickie Spielman, Associate Director of Membership and Education, at vspielman@adaa.org or 240-485-1030.

Questions about this Code of Conduct or Recording Disclaimer should be directed to Vickie Spielman, Associate Director of Membership and Education, at vspielman@adaa.org or 240-485-1030.