



ALSCA Educational Programs Code of Conduct

Principles and Expectations

All individuals deserve optimal learning environments. The Alabama School Counselor Association (ALSCA) is committed to ensuring participants have the right to:

- Be respected and treated with dignity.
- A physically and emotionally safe, inclusive and healthy learning environment, both in-person and on digital platforms, free from abuse, bullying, harassment, discrimination and any other forms of violence.
- Information and support needed to enhance self-development and affirmation within one's group identities.
- Privacy that is honored to the greatest extent possible.

"Participant" in this policy refers to anyone present at the ALSCA Annual Conference or educational programs (both in person or online), including staff, contractors, vendors, exhibitors, venue staff, members, and all attendees.

By registering for or attending an ALSCA conference or educational program (in person or online), you agree to refrain from conduct that is disruptive or destructive and are expected to avoid any discrimination, intolerance, inappropriate actions, harassment, aggression, ill-will, or statements based on individual characteristics such as age, culture, race, religion, ethnicity, sexual orientation, gender, gender identity, gender expression, disability, physical appearance, body size, marital/partnership status, nationality, language preference, socioeconomic status, immigration status, political affiliation, ability status, educational background, or any other characteristic.

Harassment, including but not limited to sexual harassment, or disruptive behavior of any kind will not be tolerated. This includes, but is not limited to, any behavior or language that is inappropriate, aggressive or intimidating; unwelcome jokes or comments; unwanted touching or attention; stalking; harassing photography or recording; offensive or sexually oriented images; and aggressive physical behavior. Promoting or encouraging any of the above behavior is likewise prohibited.

ALSCA reserves the right to take any necessary and appropriate action against a participant who engages in any form of harassment or inappropriate behavior in violation of this policy, including removal of the participant from the program. If there is a question of immediate danger, action may be taken to ensure the immediate safety of all participants regardless of any procedure that may follow. Individuals asked to leave the event will not receive a refund and may be prevented from registering for future ALSCA events.

Reporting Unacceptable Behavior

If you are being harassed, notice that someone else is being treated poorly, or have additional concerns, please say something. ALSCA Board Members can be found on site in the registration area throughout the day at live events. For virtual events, please contact designated ALSCA Board Members or session moderators. You may contact pd@alabamaschoolcounselors.org to report incidents at any time of the day.

We expect all participants to follow this Code of Conduct at all event venues, all related social event venues, in the virtual environment, and across media channels. The policy may be revised at any time by ALSCA without notice. In the event of an emergency, please contact local authorities immediately.

Intellectual Property Notice & Copyright Policy

All intellectual property rights in and to the ALSCA Annual Conference and other educational programs ("the Event"), the content and all materials distributed at or in connection with the Event are owned by the Alabama School Counselor Association ("ALSCA") and/or the Event sponsors or speakers presenting at the Event. You may not use or reproduce, or allow anyone to use or reproduce, any of ALSCA's trademarks and/or any materials distributed at or in connection with the Event for any reason without the prior written permission of ALSCA and the presenting speaker.