



ISOP Program Code of Conduct

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ISOP is committed to providing a professional, educational, safe, supportive, and respectful meeting environment (virtual and face-to-face), regardless of a person's race, color, ethnicity, national origin, citizenship status, age, religion, disability status, gender, gender identity, sexual orientation, genetic information, physical appearance, or other characteristics ("personal characteristics"). ISOP expects individuals to uphold this commitment at its events by respecting the rights, privacy, safety, and dignity of all persons. ISOP expects individuals to exercise professionalism, consideration, and respect in their speech and actions. ISOP expects individuals to refrain from harassing speech and other harassing behavior.

Unacceptable Behavior

Unacceptable behavior is defined as:

- Unwelcomed and uninvited attention or contact with another Participant;
- Verbal or written comments, or visual images, that are sexually suggestive, or that denigrate or show hostility or aversion toward an individual, or group of individuals, or that create an intimidating, hostile, or offensive environment, or that unreasonably interfere with an individual's ability to participate in an ISOP Event;
- Unwelcome sexual advances, requests for sexual favors, or other unwelcomed physical, verbal, visual, or other conduct of a sexual nature;
- Inappropriate, unnecessary, or irrelevant use of nudity and/or sexual images;
- Intimidating, harassing, abusive, defamatory, profane, discriminatory, derogatory or demeaning speech;
- Harmful or prejudicial verbal or written comments or visual images related to personal characteristics;
- Deliberate intimidation or stalking;
- Harassing photography or recording;
- Sustained or repeated disruption of talks or other events;
- Express or implied threat of physical or professional harm;
- Actual or threatened personal or professional retaliation for a rejection or report of unacceptable behavior;
- Failing to stop unacceptable behavior when requested by a Participant or ISOP.



Reporting Unacceptable Behavior

Any participant whose safety is threatened or violated is urged to contact local law enforcement immediately.

In addition, any Participant who feels unsafe or experiences unwelcome conduct, who observes or experiences unacceptable behavior, or who believes there has been a violation of this Policy, is encouraged to send an email to info@insurancesociety.org or gcopperwheat@insurancesociety.org, or call 215-867-8102 so that ISOP can take the appropriate action.

Consequences of Reported Unacceptable Behavior

In order to preserve a safe, professional environment, ISOP reserves the right to remove a Participant from an ISOP Event and reserves the right to prohibit Participant attendance at any future ISOP Event.

Violation of this Policy, as determined by ISOP in its sole discretion, is grounds for any action that ISOP deems appropriate, including but not limited to warning the offender and denying the offender access to an ISOP Event.

Any person who is denied access to or whose access is terminated during an ISOP Event based on this Policy may request that ISOP review the matter after the event has concluded. However, ISOP's action will be effective immediately and will continue until and unless ISOP issues a contrary decision. Unless a contrary decision is issued, any person who is denied access to or removed from an ISOP Event based on this Policy will not be eligible for a refund of any registration fees paid for access to or participation in the ISOP Event.