



APBA CODE OF CONDUCT

We are so excited that you are a part of APBA's community!

APBA's mission is to promote and advance the science-based practice of applied behavior analysis. One way that we aim to carry out our mission is by providing an inclusive space for professionals to connect and support each other. APBA aims to cultivate a diversity, overarching community of practice where professionals with common goals and diverse backgrounds and repertoires can come together in service of each other and our profession.

In the spirit of setting clear behavioral expectations, we have developed this code of conduct. All APBA members must be familiar with, and adhere to, the code of conduct. This code of conduct applies to **all** APBA related activities and events (e.g., in person and virtual conventions, conference, and webinars; online posting and communication). We reserve the right to suspend membership to anyone who violates this code of conduct.

EXPECTED BEHAVIOR

- Be authentic, truthful, and share only within the scope of your competence. Behavior in compliance with the [Ethics Code for Behavior Analysts](#) and the [RBT Ethics Code 2.0](#).
- Engage with others from a place of unconditional respect and compassionate curiosity towards others.
- Communicate using clear and inclusive language.
- Invite new and diverse perspectives and ideas. Make space for a bit of discomfort, that's where learning occurs.
- Call out the good that you see — if someone shared something great or was helpful or kind, let them know!
- Ask for before you share and give proper credit.
- Take responsibility for your actions.
- Engage in healthy dialogue focusing on collaboration (e.g., "What can we do to come to a common understanding or agreeable conclusion to

this discussion?") not conflict. Challenge ideas, not people, their identities, or characteristics.

- Reach out individually when you have concerns and give people an opportunity to pleasantly surprise you. If they don't, reach out to an APBA Admin for support.
- Respect and follow through with another's request to end an interaction.
- Respect the privacy and confidentiality of members and others (particularly clients, caregivers, students, supervisees, and trainees) and obtain explicit permission before sharing personal or confidential information.

UNACCEPTABLE BEHAVIOR

- Sharing the comments or posts of others (within the APBA online platform or in outside forums) without permission.
- Commenting, posting, or sharing defamatory, abusive, profane, threatening, offensive, or illegal language or material directed at another person or posted in a group.
- Discriminatory or harassing jokes, language, images, or other comments or posts, especially directed at a person's race, ethnicity, culture, national origin, social or economic class, educational level, sexual orientation, gender identity, gender expression, expression, age, size, family status, political belief, religion, or mental or physical ability.
- Personal insults, particularly those related to gender, sexual orientation, race, religion, or disability.
- Violating intellectual property rights or plagiarizing others' work.
- Deliberate intimidation, stalking or following (online or in person).
- Advocating for, or encouraging, any of the above behavior.
- Soliciting, advertising, or marketing for a business, product, or service.

CONSEQUENCES OF UNACCEPTABLE BEHAVIOR

Unacceptable behavior from any APBA member, including sponsors and those with decision-making authority (i.e., APBA Admin, Board Members, or staff), will not be tolerated.

Any member who is asked to stop unacceptable behavior is expected to comply immediately and cease all unacceptable behavior.

If an APBA member engages in unacceptable behavior, APBA Admin may take any individual or combination of the following actions:

- Written warning
- Temporary ban
- Permanent expulsion from the community without warning

- Termination of APBA Membership

REPORTING CONCERNS

If you experience unacceptable behavior, or have any other concerns, please notify an APBA Admin as soon as possible by emailing info@apbahome.net.

LEGAL NOTICE

Members are prohibited from posting any information or other material that is protected by copyright without express permission. A member posting material is taken as warranty and representation by the posting party that they own the copyright with respect to such material or have received express permission from the copyright owner to post.

APBA is not responsible for opinions and information posted within the APBA online community. APBA does monitor content but does not moderate posts. APBA reserves the rights to take appropriate action, as outlined in the Consequences for Unacceptable Behavior section should any member be found to have engaged in behavior that violates this code of conduct.

REVIEW AND UPDATE OF CODE OF CONDUCT

This Code of Conduct is subject to periodic review and updates by APBA to ensure its effectiveness and relevance.