



MICHIGAN PHARMACISTS ASSOCIATION

## Code of Conduct

The Michigan Pharmacists Association (“MPA”) is dedicated to providing a harassment-free conference experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, or religion (or lack thereof). MPA does not tolerate harassment of conference participants in any form.

Inappropriate behavior of any kind is not tolerated. MPA prohibits and will not tolerate any form of incivility, harassment, bullying, or microaggressions (e.g., subtle or indirect discriminatory comments or behaviors), inappropriate language or disparaging remarks about or toward any individual(s), group(s), or organization(s), or situations where participants attempt to disrupt or derail conversations in a manner that is inappropriate or not aligned with the professional nature of the event. Sexual language and imagery is not appropriate for any conference venue, including talks, workshops, parties, and other online media. The Annual Convention & Exposition is a business event and appropriate behavior (e.g., responsible alcohol consumption, respectful behavior, and/or handling disagreement constructively) is required.

All participants are expected to conduct themselves in a professional and respectful manner, including listening actively, engaging in constructive dialogue, and being mindful of the impact of their words and actions on others, demonstrating courtesy and consideration toward all participants, and respecting differing opinions, backgrounds, and experiences. Participants are expected to communicate openly and thoughtfully, avoiding personal attacks and maintaining a collegial atmosphere even in situations of disagreement.

Conference participants violating these rules may be sanctioned or expelled from the conference *without a refund* at the discretion of the conference organizers; being barred from attending events in the future; and, if relevant, being barred from or revocation of membership in the Association. Conference security and/or local police may be contacted if the Code of Conduct violator poses an imminent threat to others or is disrupting the event. MPA reserves the right to take any action it deems appropriate to address violations and to maintain a safe, respectful, and professional environment.

If you experience or witness behavior that violates this Code of Conduct, you are encouraged to report it as soon as possible. Reports may be made by contacting MPA staff onsite or by emailing [MPA@MichiganPharmacists.org](mailto:MPA@MichiganPharmacists.org). Reports will be handled as promptly and

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confidentially as possible, and retaliation against individuals who report concerns in good faith will not be tolerated. MPA will make reasonable efforts to review and respond to all reports in a timely manner and to take appropriate action based on the nature and severity of the concern.

Unauthorized audiotaping and videotaping of any portion of the conference are prohibited.

This code of conduct applies to every individual at the conference, whether attendee, speaker, facilitator, guest, MPA staff, contractor or other. It applies to all MPA conferences, meetings and related events, including those sponsored by organizations other than MPA that are held in conjunction with MPA events, on public or private platforms. All reports of violations will be reviewed by designated MPA representatives, and appropriate action will be taken based on the findings. MPA is committed to fostering an environment of professionalism, respect, and inclusion at all of its events. If you have any questions regarding this, please contact MPA via email at [MPA@MichiganPharmacists.org](mailto:MPA@MichiganPharmacists.org).