



Code of Conduct Policy for WLA Meetings, Events, and Activities

The Washington Library Association (WLA) is committed to providing positive, safe, and harassment-free communication, meeting, and event experiences for everyone, both in person and online. All participants in WLA meetings, events, and activities – including attendees, speakers, vendors, sponsors, and volunteers – are required to comply with the following code of conduct.

Prohibited behaviors include, but are not limited to:

- Harassment or intimidation based on race, religion, language, gender, sexual orientation, gender identity, gender expression, disability, appearance, political affiliation, or other group status.
- Sexual harassment or intimidation, including unwelcome sexual attention, physical or virtual stalking, or inappropriate physical contact without consent or after a request to stop.
- Harassment via sustained disruption of a speaker at an event or presentation.
- Abusive comments.

Harassment does not include respectful disagreement or discourse.

However, WLA will always welcome and encourage free speech and presentation of potentially controversial ideas. Anyone asked to stop abusive or harassing behavior is expected to comply immediately. Anyone violating this policy may be expelled from the meeting or event without a refund, at the discretion of the event organizers or WLA Board.

Anyone who believes there has been a violation of this policy should report it to the WLA office or WLA Board.