

DUMBARTON OAKS

ART • NATURE • SCHOLARSHIP

Dumbarton Oaks Professional Conduct Policy

Dumbarton Oaks is committed to protecting all members of the community and providing an inclusive and harassment-free environment. All attendees at Dumbarton Oaks activities and events are required to adhere to our Professional Conduct Policy. This policy applies to all interactive venues of Dumbarton Oaks programming: formal or informal, in person, through email and other electronic forms of gathering and communication. *We have a shared responsibility to create a safe and inclusive environment for the benefit of all.*

Compliance with this policy includes the following:

- Abiding by the norms of ethics and professional conduct that are necessary for healthy academic exchange.
- Contributing to an event in which diverse participants may learn, network and enjoy the company of colleagues in an environment of mutual respect.
- Alerting relevant Dumbarton Oaks staff or security personnel if a situation arises where someone might be in imminent danger.

Unacceptable behavior includes, but is not limited to:

- Harassment or intimidation related to gender, gender identity and expression, race, ethnicity, sexual orientation, disability, physical appearance, body size, age, religion, or other group identity
- Sexual harassment, including unwelcome sexual attention or unsolicited physical contact
- Deliberate intimidation, stalking (physical or virtual), or following
- Inappropriate physical contact or verbal abuse
- Harassing photography or recording
- Sustained disruption of talks or other events, including shouting down or threatening speakers
- Advocating for, or encouraging, any of the above behavior
- Retaliation against anyone reporting, or expressing an intent to report, what the person believes to be assault, harassment, or any prohibited conduct.

Participants at Dumbarton Oaks events or activities asked to stop engaging in hostile or harassing behavior are expected to comply immediately. Individuals violating this code may be sanctioned or expelled without a refund at the discretion of Dumbarton Oaks.