

## Code of Conduct

1. This Code of Conduct applies to all MHI members and anyone who attends an MHI event. MHI events include, but are not limited to, all meetings, conferences and symposia, assemblies, receptions, workshops, exhibits, gatherings, and any other forum that is (1) organized, hosted, or sponsored in whole or part by MHI, (2) located on MHI premises, or (3) related to MHI business of any kind.
2. MHI strives to provide a safe, inclusive, harassment-free environment for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, race, ethnicity, national origin, religion, beliefs, citizenship, age, or any other category protected by federal, state, or local law.
3. MHI does not tolerate conduct that threatens, intimidates, or coerces another person.
4. MHI expects members and event attendees to act in a legally appropriate, professional manner that promotes a positive and collegial atmosphere free from harassment and other unacceptable behavior. Members and event attendees are expected to act with courtesy and mutual respect towards others.
5. No member or event attendee may engage in conduct that is discriminatory, abusive, vulgar, hateful, harassing, obscene, profane, sexually oriented, threatening, invasive of a person's privacy or publicity, or otherwise violative of any law.
6. Harassment is any improper or unwelcome conduct that might reasonably be expected or perceived to cause offense or humiliation to another person. MHI prohibits all harassment, including, but not limited to, harassment related to gender, gender identity and expression, sexual orientation, physical ability, physical appearance, ethnicity, race, national origin, political affiliation, age, religion.
7. Sexual harassment is a specific type of prohibited conduct. Sexual harassment is any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation, including but not limited to, unwanted physical touching or closeness, physical gestures that imply a sexual act or sexual anatomy, using vulgar words of a sexual nature, and unwelcome sexual flirtations or propositions. Sexual harassment may involve any conduct of a verbal, nonverbal or physical nature, including written and electronic communications, and may occur between persons of the same or different genders.
8. Members and event attendees must stop any behavior in violation of this Code and must comply with this Code immediately.

9. This code provides general guidelines and cannot cover every possible type of unacceptable behavior. MHI has the right, but not the obligation, to decide what conduct constitutes harassment.
10. MHI reserves the right to take any appropriate action against a member or event attendee who engages in any form of discrimination, harassment, retaliation, or inappropriate behavior in violation of this Code.
11. To the greatest extent allowed by law, MHI is not and will not be held responsible for any member or event attendee's alleged violation of this Code or otherwise inappropriate or unlawful act.