

ARIN PARTICIPANTS EXPECTED STANDARDS OF BEHAVIOR

Version 1.2

March 2018

Those who take part in [any ARIN meeting, conference or event](#), including but not limited to [Public Policy and Member Meetings](#), [ARIN On the Road](#), [ARIN In the Caribbean, etc.](#), and related activities (including but not limited to ARIN staff, members of the Board of Trustees, Advisory Council (“AC”), Address Supporting Organization Address Council (“ASO AC”), and ARIN meeting attendees) must:

- Treat each other with civility, [courtesy](#) and respect (both face-to-face and online), [regardless of the sex, race, color, national origin, marital status, age, religion, disability, sexual orientation, occupation, line of business, or policy position of other participants.](#)
- Make [reasonable and informed comments](#) when participating in policy development and decision-making discussions and processes.
- Listen respectfully to the views of all stakeholders when considering policy issues.
- Those who take part in the ARIN Policy Development Process must take responsibility for the success of the model by trying to build consensus with other participants and find solutions to issues.
- Act fairly and in good faith with other participants in the ARIN process.
- Act in accordance with [ARIN’s Policy Development Process](#) when participating in ARIN public policy events. The ARIN model is based on a bottom-up, consensus-driven approach to policy development.

Further, those who participate in ARIN events and related activities must foster an environment that is free from any form of discrimination and conduct that is [harassing, coercive, or disruptive](#). [ARIN prohibits harassment in any form – verbal, physical or visual – and will not tolerate discriminatory harassment or inappropriate conduct of a harassing nature directed against any individual on the basis of gender, race, creed, color, national origin, nationality, ancestry, marital status, age, religion, disability, sexual orientation, gender identity, or any other legally protected characteristic.](#)

Sexual harassment is [a form of gender discrimination that is unlawful and violates this policy](#). For

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purposes of this policy, sexual harassment is defined generally to include unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when such conduct is made a condition of an individual's employment or participation, used as the basis for decisions, or has the effect of substantially interfering with an individual's performance or creating a hostile environment. Sexually harassing conduct, as well as inappropriate conduct of a harassing nature, is prohibited. Examples of prohibited conduct include, but are not limited to: (1) sexually-oriented kidding, teasing, gestures or jokes; (2) offensive or unwelcome sexual flirtations, advances, or propositions; (3) verbal abuse of a sexual nature; (4) graphic or verbal comments, epithets, or slurs about an individual's body; (5) sexually degrading words used to describe an individual; (6) the display or transmission (e.g., e-mail, text or social media) of sexually suggestive or sexually explicit materials (such as magazines, videos, pictures, cartoons or posters); (7) inquiries into another individual's sexual experiences and activities or discussion of one's own sexual experiences and activities; and (8) unwelcome intentional touching of another person or other unwanted intentional physical conduct.

ARIN is committed to supporting a productive and safe environment for all participants at ARIN events. Any ARIN participant who believes there has been a violation of this policy should either promptly bring the incidents to the attention of the person chairing the teleconference or meeting, or report them via the ARIN Mailing List Acceptable Use Policy if the incident occurs on an ARIN mailing list. Participants may alternatively report suspected violations to ARIN's General Counsel, Stephen M. Ryan (sryan@mwe.com).

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Deleted: physical contact or conduct that includes touching, assaulting, or impeding or blocking movements. Sexual Harassment refers to behavior that is not welcome and that is personally intimidating, hostile or offensive.

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Deleted: This policy does not supersede but rather supplements the policies set forth in ARIN's Employee Handbook. To the extent any conflict exists between this policy and ARIN's Employee Handbook regarding an ARIN employee's reporting obligations, the Employee Handbook shall take precedence. ¶