



Code of Conduct Policy

Purpose: The purpose of this Code of Conduct Policy is to ensure a respectful, safe, and inclusive environment for all participants at all our events and programs.

Scope: This policy applies to all participants, including but not limited to our attendees, speakers, sponsors, volunteers, and SBN representatives, in addition to any individual associated with an organization in partnership with SBN.

Principles:

1. **Respect and Dignity:** All participants must treat others with respect and dignity. Discrimination, harassment, or any form of disrespect based on race, ethnicity, age, gender, sexual orientation, disability, religion, or any other protected characteristic will not be tolerated.
2. **Inclusivity:** We are committed to providing an inclusive environment. All participants should feel welcome and included, regardless of their background or identity.
3. **Professional Conduct:** Participants are expected to conduct themselves in an appropriate, respectful, and professional manner. This includes using respectful language, being courteous, and behaving in a way that reflects the mission and vision of SBN.
4. **Safety:** The safety of all participants is paramount. Any form of violence, intimidation, or threats will be addressed promptly and may result in removal from the event or program.
5. **Confidentiality:** Participants should respect the privacy and confidentiality of others. Sharing personal information or discussions without consent is prohibited.

Violations: Violations of this Code of Conduct may result in, but is not limited to, actions ranging from a warning to expulsion from the event or program without a refund and removal of SBN membership.

Reporting: If you experience or witness a violation of this Code of Conduct, please report it to SBN event organizers or contact soblackneuro@gmail.com. SBN strives to handle all reports with discretion and confidentiality, however, there may be times where we are unable to maintain confidentiality based on the seriousness of the violation.

Agreement: By participating in our events and programs, you agree to abide by this Code of Conduct. Thank you for helping us create a positive and respectful environment for everyone.