

# Position Statement



## AARC Code of Conduct

The American Association for Respiratory Care (AARC) is committed to providing a professional, friendly, safe, and welcoming environment for all participants at its meetings, regardless of gender, sexual orientation, disability, race, ethnicity, religion, national origin, or other protected class.

This Code of Conduct may be revised at any time by the AARC, and the terms are non-negotiable. Your registration for, or attendance at, any AARC event indicates your agreement to abide by this policy and its terms. Unacceptable behavior will not be tolerated during any portion of a meeting or event.

Unacceptable behavior includes but is not limited to:

- Intimidating, harassing, abusive, discriminatory, derogatory, or demeaning speech or actions.
- Harmful or prejudicial verbal or written comments or visual images related to gender, sexual orientation, race, religion, disability, or other personal characteristics, including those protected by law.
- Inappropriate use of nudity and/or sexual images.
- Real or implied threat of professional or financial damage or harm.
- Disruption of presentations during sessions, in the exhibit hall, or at other events organized by AARC throughout the meeting. All participants must comply with the instructions of the moderator and any AARC event staff.
- Presentations, postings, and messages should not contain promotional materials, special offers, job offers, product announcements, or solicitation for services. AARC reserves the right to remove such messages and potentially ban sources of those solicitations.

Reporting Unacceptable Behavior to the AARC:

- If you see, overhear, or experience a violation of the Code of Conduct during an event, you are encouraged to visit the AARC onsite Convention Office in person and report your concerns directly to an AARC staff member. The location of the AARC Onsite Convention Office is listed in your meeting program.
- Alternately, you may relate your concerns and/or ask for help from any AARC staff member at the meeting.
- A final option would be to send an email to the AARC staff at [info@aacrc.org](mailto:info@aacrc.org) outlining the unacceptable behavior you witnessed.

Consequences of Unacceptable Behavior:

- When a report of unacceptable behavior is received in person during an AARC event, the AARC President/CEO and the AARC Executive Director will be informed immediately, and the complaint will be reviewed. If the complaint is found to have merit, the offending party will be asked to leave the meeting without recourse to a refund of registration fee. The information will also be forwarded to the Judicial Committee for further follow-up.
- When a report of unacceptable behavior is received outside of a live event, the complaint will be referred to the Judicial Committee for further investigation and follow-up.

Effective: 11-2023

Revised: 11-2023

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