

Statement of Appropriate Conduct at ILA Annual Conference and ILA Hosted Events, Approved by the ILA Executive Board August 15, 2019

The Illinois Library Association (ILA) holds an annual conference to enable its members to receive continuing education, build professional networks, and discover new products and services for professional use; and hosts a number of additional continuing education opportunities and events. To provide all participants—members and other attendees, speakers, exhibitors, staff, and volunteers—the opportunity to benefit from these events, ILA is committed to providing a harassment-free environment for everyone, regardless of gender, sexual orientation, gender identity, gender expression, disability, physical appearance, race, ethnicity, religion, or other individual or group identity.

As an association, ILA is strongly committed to diversity, equity, and the free expression of ideas. ILA is committed to the value of civil discourse and the free exploration of competing ideas and concepts—with a fundamental respect for the rights, dignity, and value of all persons.

In the context of ILA policy and the professional practices of librarianship, critical examination of beliefs and viewpoints does not, by itself, constitute hostile conduct or harassment. This policy is not intended to constrain responsible scholarly or professional discourse and debate. We welcome engagement with difficult topics, done with respect and care.

ILA seeks to provide a meeting environment in which diverse participants may learn, network, and enjoy the company of colleagues in an environment of mutual human respect. We recognize a shared responsibility to create and hold that environment for the benefit of all.

At the ILA Annual Conference and other ILA hosted events, you agree to:

- Respect the boundaries of other attendees.
- Look out for one another.

Behaviors such as, but not limited to, the following will not be tolerated at ILA Annual Conference and ILA hosted events:

- Invasion of privacy, including harassing photography or recording.
- Being disruptive, drinking to the point that you cannot participate appropriately, stalking, following, or threatening anyone.
- Abuse of power (including abuses related to position, wealth, race, or gender).
- Homophobia, racism, or behavior that discriminates against a group or class of people.
- Harassment or intimidation based on race, religion, language, gender, sexual orientation, gender identity, gender expression, disability, appearance, or other group status.
- Sexual harassment of any kind, including unwelcome sexual attention and inappropriate physical contact.

All participants are expected to observe these rules and behaviors in all meeting venues, including online venues, and meeting social events. Participants asked to stop hostile or harassing behavior are expected to comply immediately. Meeting participants seek to learn, network, and have fun. Please do so responsibly and with respect for the right of others to do likewise.

Please contact ILA management if you believe you have been harassed or that someone has otherwise violated this policy. All such reports will be directed immediately to the ILA Executive Director, who will determine and carry out the appropriate course of action, and who may consult with and engage other ILA staff, leaders, and legal counsel as appropriate.

A misconduct reporting web form and hotline hosted by EthicsPoint, a third-party provider, is also available. Information provided via EthicsPoint will be sent to ILA on a totally confidential and anonymous basis if you should choose. ILA guarantees that all comments will be heard.

- Web form: www.ila.ethicspoint.com
- Hotline (toll-free): 1-844-796-6535

Event security and/or local law enforcement may be involved as appropriate, based on the specific circumstances. ILA will also follow up with individuals who report a violation of this policy and provide contact information.

Adapted from the American Library Association, the Digital Library Federation, the Michigan Library Association, and the TED Code of Conduct.