



*Science and Technology
of Materials, Interfaces, and Processing*

Code of Conduct for AVS Meetings

It is the policy of the American Vacuum Society (AVS) that all participants, including attendees, vendors, AVS staff, volunteers, and all other stakeholders at AVS meetings will conduct themselves in a professional manner that is welcoming to all participants and free from any form of discrimination, harassment, or retaliation. Participants will treat each other with respect and consideration to create a collegial, inclusive, and professional environment at AVS Meetings. Creating a supportive environment to enable scientific disclosure at AVS meetings is the responsibility of all participants.

Participants will avoid any inappropriate actions or statements based on individual characteristics such as race, color, national origin, religion, sex, disability, age, citizenship status, genetic information, sexual orientation, gender identity or expression, or any other characteristic protected by law. Disruptive or harassing behavior of any kind will not be tolerated. Harassment includes but is not limited to inappropriate or intimidating behavior and language, unwelcome jokes or comments, unwanted touching or attention, offensive images, photography without permission, and stalking.

Violations of this code of conduct policy should be reported to Nomi Schmuckler, AIP Senior Director of Human Resources, 1-301-209-3017 or nschmuckler@aip.org. Following an investigation, if appropriate, sanctions may range from verbal warning, to ejection from the meeting without refund, to notifying appropriate authorities. Retaliation for complaints of inappropriate conduct will not be tolerated. If a participant observes inappropriate comments or actions and personal intervention seems appropriate and safe, they should be considerate of all parties before intervening.