

# Interim Code of Conduct Policy for NADO Members and Event Attendees



## OBJECTIVE

It is the policy of the National Association of Development Organizations (NADO) to maintain a professional environment at its events that is free from all forms of discrimination, harassment, and conduct that can be considered unprofessional, disruptive, inappropriate, or discourteous.

## SCOPE OF POLICY

This policy applies to all attendees, including members, students, guests, staff, contractors, organizers, exhibitors, and sponsors participating in NADO activities, NADO Forums, programs, meetings, services, workshops, tours, social events, online interactions or any other NADO sponsored activity ("NADO Activity") or a related social gathering.

## PROCEDURES

### *Discrimination and Harassment Prohibited*

Discrimination and harassment on the basis of an individual's sex, gender, race, color, national origin, age, religion, disability, sexual orientation, or any other legally protected characteristic at any NADO Activity or a related social gathering will not be tolerated.

Harassment includes unwelcome visual, verbal, or physical conduct, whether intended or unintended, including but not limited to:

1. Verbal: Comments, jokes or epithets that are offensive by reason of, or that make derogatory references concerning any protected characteristic; repeated sexual innuendoes, sexual epithets, derogatory slurs, sexual jokes, propositions, threats, or suggestive or insulting sounds or foul or obscene language; questions about another's sex life or experiences, requests for sexual favors, or repeated unwelcome requests for dates;
2. Visual/Non-Verbal/Recorded: E-mail, voice-mail messages, or any electronic communications that are offensive by reason of, or that make derogatory references concerning any protected characteristic; suggestive objects or pictures; graphic commentaries; obscene e-mails, text messages, or instant messages; leering; or obscene gestures;
3. Physical: Unwarranted physical contact including touching, grabbing, groping, or fondling; interference with an individual's normal movement; or assault; and
4. Other: Making or threatening reprisals as a result of a negative response to harassment; or participating in functions connected in any way with a NADO Activity that are offensive to others on the basis of any protected characteristic.

Any attendee who is asked to stop behaviors in violation of this policy is expected to comply immediately. If you experience or witness conduct in violation of this policy at a NADO Activity or a related social gathering, report it immediately to the NADO event/activity manager or NADO's Executive Director at [jmckinney@nado.org](mailto:jmckinney@nado.org) or (202) 779-0903. NADO may also contact or facilitate contact with hotel/venue security, local law enforcement, local support services, provide escorts, or otherwise assist you to feel safe for the duration of the NADO activity, as appropriate based on the specific circumstances.

#### *Investigations*

All complaints will be quickly and discreetly investigated. However, in order to conduct a thorough investigation, it is often not possible to maintain complete confidentiality.

#### *Consequences*

NADO will take appropriate remedial action based on the findings of its investigation.

Individuals deemed to have violated this policy will be subject to the following consequences, as NADO deems appropriate, including:

1. Removal from any NADO activity without warning or refund;
2. Prohibiting participation in future NADO activities and publications;
3. Removal from current and/or future NADO leadership positions or committees;
4. Reporting of incident(s) to individual's employer;
5. Suspension or termination of membership in NADO

#### *Retaliation Prohibited*

NADO prohibits any form of retaliation against any individual who makes a complaint under this policy or participates in an investigation into a complaint. Complaints of retaliation should be made using the same reporting procedures described above.

Adopted March 2, 2023 by the National Association of Development Organizations Executive Committee.