

Kansas Soil Health Alliance, Inc

Code of Conduct

The Kansas Soil Health Alliance is committed to providing a safe, productive, and welcoming environment for all participants and Kansas Soil Health Alliance representatives. Each participant, including attendees, speakers, volunteers, exhibitors, representatives, and service providers, is expected to understand and follow attendance policies. These expectations apply to all Kansas Soil Health Alliance events.

Personal Safety and Security

The Kansas Soil Health Alliance works with partners and venue representatives to make sure meeting participants are safe. We ask that all attendees report any questionable activity to any Kansas Soil Health Alliance representative or event staff for immediate action. No concern is too small - if you see something, say something.

Responsible Drinking

At many Kansas Soil Health Alliance networking events, both alcoholic and non-alcoholic beverages are served. The Kansas Soil Health Alliance expects participants at our events to drink responsibly. Kansas Soil Health Alliance representatives and other event staff have the right to deny service to participants and may require a participant to leave the event.

Unacceptable Conduct

- Harassment, intimidation, or discrimination in any form.
- Any abuse, including physical, verbal or non-verbal abuse, of any attendee, speaker, volunteer, exhibitor, Kansas Soil Health Alliance representative, service provider, or any other meeting guest.
- Disruption of presentations at any event organized by the Kansas Soil Health Alliance.
- Examples of unacceptable behavior include comments related to gender, gender identity or expression, age, sexual orientation, disability, physical appearance, body size, race, religion, national origin, political affiliation, inappropriate use of nudity and/or sexual images in public spaces or in presentations, or threatening or stalking any attendee, speaker, volunteer, exhibitor, Kansas Soil Health Alliance representative, service provider, or other meeting guest.

Sexual Harassment

Sexual harassment is unacceptable conduct of a sexual nature which makes a person feel uncomfortable, offended, humiliated, and/or intimidated. Examples of conduct or behavior which constitute sexual harassment include, but are not limited to:

- Physical contact
- Physical violence, including sexual assault
- Unwelcome physical contact or inappropriate touching
- The use of threats or rewards to solicit sexual favors

Verbal conduct

- Comments or insults based on appearance, age, private life, etc.

- Sexual comments, stories, or jokes
- Sexual advances
- Repeated and unwanted social invitations for dates or physical intimacy
- Condescending or sexist remarks
- Sending sexually explicit messages (by phone or email)

Non-verbal conduct

- Display of sexually explicit or suggestive material or images
- Sexually suggestive gestures
- Whistling or "cat calling"

Reporting Unacceptable Conduct

If you or anyone else is in immediate danger at any time, please contact local law enforcement (by calling 911) and immediately notify event security.

If you or anyone else is the subject of unacceptable conduct, please contact any of the Kansas Soil Health Alliance representatives below. The Kansas Soil Health Alliance has zero-tolerance for any form of discrimination or harassment, including sexual harassment. If you experience or observe harassment or hear of any incidents of unacceptable behavior, the Kansas Soil Health Alliance asks that you please inform any of the following so that we can act.

Jennifer Simmelink, Coordinator: 785-545-5628

Michael Thompson, Chair: 785-871-1651

All reports will be treated seriously and promptly. Incidents will be handled with respect for the privacy of the victim, and will be confidential to the extent practical, given the circumstances. Reports may also be made anonymously.

Upon receiving a complaint, the matter may be further investigated by additional Kansas Soil Health Alliance representatives. Actions to be taken will be discussed beforehand with the victim of the harassing behavior, when possible. If the complaint is of a criminal nature, legal authorities will be notified. If the offense is not of a criminal nature, the Kansas Soil Health Alliance representative receiving the report will listen to the victim and discuss next steps.

If a person has been found to have harassed another person, any of the following may take place:

- Verbal or written warning.
- Suspension of attendance at Kansas Soil Health Alliance-sponsored events.
- Prohibit attendance at any future meeting.

The Kansas Soil Health Alliance representative receiving the report will respect all requests of the victim to remain anonymous. Unacceptable conduct may be part of a larger pattern of repeated harassment. Please alert the Kansas Soil Health Alliance to all such conduct regardless of the offender's identity or job title, even if you prefer your report to remain anonymous.

Reports of unacceptable conduct by an individual may also be reported by the Kansas Soil Health Alliance to an individual's employer.

The Kansas Soil Health Alliance has zero tolerance for retaliation either on-site or at a member facility against individuals for reporting unacceptable conduct at Kansas Soil Health Alliance-related events.

Date of last revision: 02-19-2024

Date of approval: 02-19-2024