



International Medical Device School

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IMDS Code of Conduct

1. Purpose

IMDS is committed to providing a friendly, safe, and welcoming environment for all, regardless of gender, sexual orientation, disability, ethnicity, or religion. This code of conduct outlines our expectations for participant behavior as well as the consequences for unacceptable behavior. We invite all sponsors, volunteers, speakers, attendees, exhibitors, and other participants to help us realize a safe and positive conference experience for everyone. All determinations of appropriate or inappropriate behavior are in IMDS's sole discretion and the decision of IMDS's representatives onsite will be final.

2. Expected Behavior

The following behaviors are expected and requested of all attendees, including:

- Exercise consideration and respect in your speech and actions.
- Refrain from demeaning, discriminatory, or harassing behavior and speech.
- Be mindful of your surroundings and of your fellow participants. Alert IMDS staff if you notice a dangerous situation, someone in distress, or violations of this Code of Conduct, even if they seem inconsequential.

3. Unacceptable Behavior

The following behaviors are considered harassment and are unacceptable at a conference site or during a virtual conference. Please be respectful to all patrons related to any conferences or events.

- Violence, threats of violence, or violent language directed against another person.
- Sexist, racist, homophobic, transphobic, ableist, or otherwise discriminatory jokes and language.
- Posting or displaying sexually explicit or violent material.
- Personal insults, particularly those related to gender, sexual orientation, race, religion, or disability.
- Inappropriate photography or recording.
- Inappropriate physical contact or unwelcome sexual attention, including sexualized comments or jokes, inappropriate touching, groping, or unwelcome sexual advances.
- Deliberate intimidation, stalking, or following (online or in person).
- Advocating for or encouraging any of the above behavior.
- Sustained disruption of conference events, including talks and presentations.
- Failing to follow or obey any laws or rules of the venue.

4. Consequences of Unacceptable Behavior

Unacceptable behavior will not be tolerated whether by other attendees, speakers, volunteers, organizers, venue staff, sponsors, or exhibitors. Anyone asked to stop unacceptable behavior is expected to comply immediately.

If a participant engages in unacceptable behavior, IMDS staff may take any action they deem appropriate, up to and including expulsion from the conference without warning or refund.

5. Reporting Guidelines

If you are subject to or witness unacceptable behavior, or have any other concerns, please notify an IMDS staff member, or a member of IMDS's board of directors, as soon as possible. Come to the registration counter to locate one of these people.

Additionally, IMDS staff is available to help participants and speakers engage with local law enforcement or to otherwise help those experiencing unacceptable behavior feel safe. In the context of in-person events, staff will also provide escorts as desired by the person experiencing distress.

6. Scope

We expect all participants (attendees and speakers, paid or otherwise; sponsors and exhibitors; and other guests) to abide by this Code of Conduct in all IMDS venues—online and in-person—as well as in all one-on-one communications pertaining to the IMDS business.

This code of conduct and its related procedures also applies to unacceptable behavior occurring outside the scope of conference activities when such behavior has the potential to adversely affect the safety and well-being of community members.

International Medical Device School Organizers