



## THE CODE OF ETHICAL CONDUCT

The Code of Ethical Conduct (“Code of Conduct”) is a policy outlining the principles and standards that all employees, members, and third parties acting on behalf of the Boston/New England Chapter (Chapter) must follow to maintain the high standard of professional conduct critical to the continued prestige of the organization and the National Academy of Television Arts & Sciences (NATAS). All Boston/New England meetings and events are to be a safe, respectful, and inclusive environment. This Code of Conduct applies to all participants at meetings, mixers, events, competitions, or on our social media channels; to Chapter members, guests, staff, volunteers, and vendors.

### DEFINITION OF ETHICAL CONDUCT AND PRACTICES

The Chapter has zero tolerance for discrimination or harassment, illegal, dishonest or unethical conduct. As such, members are expected to refrain from committing any act that will degrade the Chapter in society, or prejudice, damage, or harm the standing, reputation, welfare and/or best interests of the Chapter and its members. The Chapter will not tolerate, condone, or ignore unethical conduct and is committed to enforcing these standards at all levels.

### COVERED CONDUCT

The Boston/New England Chapter does not tolerate:

- Intimidation or threats.
- Inappropriate disruptions.
- Unwanted physical contact.
- Hurtful Language.
- Physical assault.
- Unwanted sexual attention.
- Bullying or stalking.
- Disorderly behavior as a result of public intoxication or other impairment related to substance abuse.
- Any other action or activity which could reasonably be construed as contrary or detrimental to the best interests and reputation of the Chapter.
- A conviction of a felony or other crime of moral turpitude is also a violation of this Code of Conduct.
- Members are responsible for the conduct of their guests as well.

### ENFORCEMENT

The Boston/New England Chapter reserves the right to remove or ban any person who does not adhere to the Code of Conduct: If you are asked to stop any harassing behavior, STOP immediately. If you experience or witness any form of harassment or violation of this Code of Conduct, contact: The nearest Chapter staff member or Chapter Governor or submit an email complaint to [newenglandemmy@gmail.com](mailto:newenglandemmy@gmail.com). Violations of the Code of Conduct may result in disciplinary action, up to and including but not limited to being refused admission or ejected from meetings, an event, being barred from future events, disqualification or suspended from participation in NATAS or Chapter competitions, or suspension or expulsion of membership. This Code of Conduct is subject to change and may be amended, supplemented, or superseded by one or more separate policies without further notice. All members are responsible for continuous review of this Code.