

Title	Code of Appropriate Conduct by NEDRA
NEDRA Mission	To empower individuals and organizations involved in development research, analytics, prospect management, and intersecting fields through professional development, education, networking, and advocacy.
Commitment and Affirmation Pledge	NEDRA is also strongly committed to the diversity of ideas and the equal opportunity for the free expression of these ideas. In order to actualize its professional mission and commitment, as well as to affirm the dignity and value of all individuals, NEDRA pledges to offer a safe and inclusive environment, for our members, volunteers, speakers, sponsors, and staff, in the spirit of intellectual curiosity, social awareness, respect and kindness regardless of gender, gender identity and expression, sexual orientation, physical appearance, race, national origin, ethnicity, age, disability, political affiliation, religious and spiritual affiliation, or other group identity. NEDRA encourages all participants of its in-person or virtual events/programming, as well as of social media platforms, to support and help maintain its mission, commitment and affirmation.
Definition of Inappropriate Conduct	In contrast, NEDRA will never condone conduct that runs counter to its mission for profession growth, its commitment to free expression and inclusion, as well as its affirmation of human dignity and value. Such conduct will be deemed inappropriate and considered harassment.
Examples of Inappropriate Conduct	<p>Examples of inappropriate, disrespectful conduct and harassment include, but may not be limited to, the invasion of personal:</p> <ul style="list-style-type: none"> <li>• Space/boundary via unwelcomed sexual attention, inappropriate and unsolicited physical or virtual contact, or stalking</li> <li>• Privacy via video or audio recording without consent</li> <li>• Propriety via disruptive, offensive, threatening, harassing, or discriminating comments, imagery in presentations or online posts, or behaviors, be they intentional or as consequences of substance misuse</li> <li>• Safety via verbal, written or physical threats</li> <li>• Dignity via discrimination or micro-aggression in any form against any people group or class</li> <li>• Value via abuse of power related to position, wealth, race or gender</li> </ul>
Reporting of Inappropriate Conduct	Please bring any concerns to the immediate attention of any NEDRA Board member or NEDRA office staff member if you have been involved or have witnessed any incident that violates NEDRA’s Code of Appropriate Conduct