

Michigan Historic Preservation Network Code of Professional Conduct

The Michigan Historic Preservation Network (MHPN) seeks to assure that our programs, meetings, and other sponsored events, held either in person or virtually, are open and welcoming to everyone. To assure that this is possible MHPN expects all participants to follow the Code of Professional Conduct laid out here. We expect cooperation from all attendees, staff, speakers, and other participants to help ensure a welcoming, inclusive, and respectful environment for all.

Expected Behavior

MHPN is committed to providing a positive and welcoming experience for all participants, regardless of age, race, ethnicity, nationality, ability, personal appearance, religion, gender, gender identity or expression, body size, sexual orientation, or any other distinguishing characteristic. Discrimination, harassment, aggression, or disrespectful behavior of any kind will not be tolerated during any MHPN event.

While participating in MHPN events all participants, including attendees, presenters, sponsors, vendors, and staff will:

- Recognize that this event is a place where diversity of thought, organization, and individuals is expected and encouraged, and as such, respect and inclusivity should be extended to all.
- Remain positive, friendly, and welcoming to others.
- Be respectful of differing viewpoints and experiences.
- Be empathetic and offer any criticism in a constructive way.
- Gracefully accept constructive criticism.
- Do not engage in any discriminatory, harassing, aggressive, or exclusionary behavior or speech. If you see such behavior, report it to event staff immediately.

Unacceptable Behavior

Unacceptable behavior includes, but is not limited to: intimidating, harassing, abusive, discriminatory, insulting, derogatory, or demeaning conduct or speech; non-constructive, sustained disruption of programming; inappropriate sexual comments or advances; use of sexualized language or imagery; physical, written, verbal, or other abuse; trolling; harassing photography or recording; personal or political attacks; other conduct which could reasonably be considered inappropriate in a professional setting; and failing to obey any rules or regulations of MHPN.

Consequences of Unacceptable Behavior

Unacceptable behavior will not be tolerated. Anyone engaged in unacceptable behavior will be asked to stop the unacceptable behavior immediately and is subject to immediate exclusion from the event, at MHPN's sole discretion, without refund. Those exhibiting unacceptable behavior will not be invited to attend future MHPN activities at MHPN's sole discretion.

Reporting Unacceptable Behavior

If you feel you are the target of unacceptable behavior, or notice that someone else is being targeted, or have additional concerns, please contact the MHPN event staff immediately.

Note: Each participant is solely responsible for their own actions. This policy may be revised at any time, as needed, by the MHPN to support an inclusive and respectful experience at events or programming.