

IAVM's Venue Management School (VMS) and Graduate Institute (GI) are committed to being a safe, productive, and welcoming environment for all attendees. As such, all individuals, including, but not limited to, regents, students, instructors, volunteers, interns, sponsors, resort service providers, and IAVM team members agree to observe the following Code of Conduct.

1. VMS/GI maintains a strong policy of equal opportunity. All decisions regarding students, instructors, regents as well as employees of IAVM attending VMS/GI in any capacity will be made without regard to gender, race, color, religion, national origin, ancestry, age, marital status, sexual orientation, pregnancy, physical or mental disability, citizenship, veteran status, or any other class or characteristic protected by applicable federal, state or local laws (the "Protected Characteristics").
2. The VMS/GI is proud of its tradition of maintaining a discrimination-free environment that encourages respect for the dignity of everyone. We are committed to maintaining an environment free from discrimination and/or harassment based on the Protected Characteristics. The IAVM Board of Regents prohibits such discrimination and/or harassment, whether in the classroom, in work assignments outside the classroom, or at school-sponsored functions. Should such discrimination and/or harassment occur, we will take appropriate remedial action to prevent its continuation or recurrence. In addition, we will endeavor to prevent the discrimination and/or harassment of our students and instructors by persons who are not our employees, but who are at the school or who are doing business with and/or for the school.
3. IAVM members agree to observe common sense rules for public behavior, etiquette, personal interaction, courtesy, and respect for the [mission of IAVM](#).
4. IAVM members agree to be considerate and respectful of differing perspectives during and after VMS/GI, honoring epistemic pluralism and the diversity of our attendees.
5. Discrimination and/or harassment are unlawful and will not be tolerated. Any individual found to have engaged in discrimination and/or harassment will be subject to disciplinary action, up to and including termination of any involvement with the VMS/GI.
6. IAVM will not permit retaliation of any kind against anyone who makes a good faith complaint about discrimination and/or harassment, or who furnishes information or participates in any manner in an investigation of a discrimination and/or harassment complaint. Such retaliation is unlawful and will not be tolerated. Any individual found to have engaged in retaliation will be subject to disciplinary action, up to and including termination of any involvement with the VMS/GI.
7. Any individual who feels that they have been discriminated against and/or harassed or have observed another individual being discriminated against and/or harassed, can report the situation at any time directly to any regent, instructor, or IAVM team member on the premises. The individual also has the option of calling the IAVM HR Director, Rosanne Duke at 817.994.4518 or IAVM's Professional Employer Organization (PEO), Employer Flexible, at 866-501-4942. If a safety issue arises that needs immediate attention, the individual is encouraged to dial 911 or contact the local police.