

# Pennsylvania Legal Aid Network

## STANDARD OF CONDUCT

### Welcome

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Pennsylvania Legal Aid Network, Inc. (PLAN, Inc.) is dedicated to fostering a safe, inclusive, and respectful environment for all those in attendance. By participating in our event, you agree to fully abide by the Standard of Conduct at all times.

### Scope

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This Standard of Conduct applies to all PLAN, Inc. organized events where individuals' behavior may impact others' ability to participate, including official event spaces such as sessions and workshops, informal side meetings, and other social gatherings, as well as electronic-based communication, such as email, social media, and other virtual interactions related to this event.

### Standard of Conduct

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PLAN, Inc. is committed to maintaining a harassment-free experience for all individuals regardless of age, body size, disability, ethnicity, gender, gender identity, sexual orientation, physical appearance, race, religion, or technology choices. We expect everyone to contribute to a safe, welcoming, and inclusive environment, free from all forms of discrimination, harassment, and sexual harassment. Violations of these rules may result in sanctions or expulsion from the event without a refund, at the discretion of the event organizers.

### Appropriate Behavior

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Participants are expected to comply with all established rules and regulations at all times and adhere to the following guidelines:

- Treat everyone with courtesy, dignity, respect, and consideration.
- Use inclusive language and maintain a professional demeanor at all times.
- Be mindful of others' personal space and boundaries, and consider how your words and actions may affect those around you.
- Respect diverse perspectives, experiences, and viewpoints.
- Promptly report any behavior that makes you or others feel uncomfortable.

## Prohibited Behavior

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Disruptive conduct that hinders the positive experience of other participants will not be tolerated. Inappropriate behavior includes, but is not limited to:

- Discrimination: Demeaning, harassing, aggressive, or intimidating behavior towards others based on their appearance, identity, or protected class.
- Harassment: Derogatory comments, slurs, intimidation, or any behavior or materials that impacts others' ability to fully participate in the event.
- Sexual Harassment: Unwelcome sexual advances, jokes or comments, sexually explicit imagery, or contact of any kind.

If you are asked to stop behaving inappropriately, please comply immediately.

## Consequences

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Violations may result in: immediate removal from the event; removal of inappropriate content; limited or denied access to future PLAN, Inc. events; notification of employer; other actions deemed appropriate by event organizers.

## Confidentiality & Reporting

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PLAN, Inc. prioritizes confidentiality in all reports of inappropriate conduct, except as necessary to investigate and respond to complaints. If you witness or are the target of inappropriate behavior or language, please contact:

Kelly Bock Yeckley  
Director of Statewide Legal Training & Content Development  
kbockyeckley@palegalaid.net  
(717) 756-4105

When reporting, please include your name, a description of the incident, the location where it occurred, and individuals involved. All reports will be promptly reviewed and appropriate action taken.

## Conclusion

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By participating in our event, you agree to abide by this Standard of Conduct in its entirety. PLAN, Inc. reserves the right to revise this Standard at any time.