

### **ARMA's Commitment to Diversity, Equity & Inclusion:**

The American Rock Mechanics Association (ARMA) recognizes the importance of providing equitable opportunity for professional contribution to the rock mechanics community regardless of race, ethnicity, national origin, ancestry, sex, faith, religion, age, sexual orientation, gender identity or expression, neurodivergence, or physical ability. Our commitment to the creation and promotion of diversity, equity and inclusion initiatives aims to:

- Foster an organizational climate where talented individuals with differing ideas, backgrounds and experiences are encouraged to participate and contribute without concern for unfair treatment.
- Provide equal respect, rights and opportunities without discrimination to every member of our community.
- Foster diverse perspectives in the organization to promote representative decision making.
- Further the sense of community and belonging to improve the commitment of all members to making the organization a positive force for all those who are passionate about rock mechanics.
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### **ARMA's Meeting Code of Conduct:**

The American Rock Mechanics Association (ARMA) is committed to hosting welcoming, respectful and inclusive events. ARMA's Meeting and Events Code of Conduct applies to all ARMA-hosted or affiliated events and meetings.

Expected behavior includes, but is not necessarily limited, to the following:

- Behave courteously and professionally. Treat all participants with respect, dignity, and consideration, in the spirit of valuing a diversity of views and opinions.
- Recognize and respect cultural differences and/or language barriers, discard prejudice, and demonstrate patience.
- Provide your true professional identity, affiliation, and contact information at registration, and during attendance.
- Respect confidentiality. Seek permission regarding copying and use of presentation of materials and ideas.
- Respect the rules and policies of the meeting venue, hotels, online platforms or other venues.
- If presenting, arrive prepared and follow the planned agenda to ensure that the event proceeds efficiently and on-schedule.
- Avoid side conversations, or usage of mobile phones/other electronic devices while in an active meeting or presentation audience.
- Be mindful how your words and actions may be perceived by your fellow participants. Accept responsibility for any of your own actions that may have inadvertently caused offense or harm to another individual.

- Failure to abide by these guidelines may result in disciplinary action.
- Concerns arising from actions inconsistent with the ARMA Meeting Code of Conduct can be reported to the Chair of the Symposium or to the President of ARMA.