



ARMA's Commitment to Diversity, Equity & Inclusion:

The American Rock Mechanics Association (ARMA) recognizes the importance of providing equitable opportunities 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.

ARMA Member Code of Conduct (COC):

The American Rock Mechanics Association (ARMA) is committed to hosting events and promoting volunteer operations of the association that:

- Incorporate the highest standards of professional integrity, dignity, fairness, justice, and respect for everyone, regardless of identity.
- Ensure a safe, affirming, and inclusive space for our event participants, staff, volunteers, and all other stakeholders.

- Ensure all participants treat each other with respect, dignity, and consideration to create a collegial and safe professional environment where harassment and discrimination is NEVER tolerated.

ARMA members are expected to adhere to the Member Code of Conduct at all ARMA-hosted or affiliated events and meetings, when representing the organization physically or on social media and other online platforms.

Harassment and discrimination of any kind will not be tolerated. Harassment includes, but is not limited to comments using demeaning, derogatory or discriminatory language; comments intended to cause offense or harm to others; deliberate intimidation, stalking, following, or harassing photography or recording; sustained disruption of talks or other events; inappropriate physical contact; and unwelcome attention. Discrimination includes, but is not limited to unfair, unjust, or prejudicial treatment of individuals or groups based on protected characteristics such as race, ethnicity, color, religion, sex, gender, gender identity, national origin, immigration status, age, disability, or genetic information.

Members are also expected to:

- Provide their true professional identity, affiliation, and contact information at registration, and during attendance.
- Respect confidentiality. Seek permission regarding copying and use of presentation materials and ideas.
- Respect the rules and policies of the meeting venue, hotels, online platforms or other venues.

Concerns arising from actions inconsistent with the ARMA Member Code of Conduct can be reported to the Chair of the Symposium, the President of ARMA, the Executive Director, the DEI Champion, or any member of the ARMA Board of Directors. Concerns will be investigated in a confidential manner at the discretion of the ARMA Board of Directors.

If the ARMA Board of Directors finds that an ARMA Member failed to abide by the ARMA Member COC, disciplinary action may be taken, including, but not limited to:

- Formal apology or 3rd-party mediation between ARMA Members
- Censure
- Suspension
- Removal (i.e., from the Conference and/or Organization)

In addition to the formal COC as documented above, ARMA also encourages members to follow best-practices for member interaction, including 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 forbearance.
- 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; keep questions relevant to the presentation topic and limit follow-up questions to provide opportunity for others to ask questions.
- Accept responsibility for any of your own actions that may have inadvertently caused offense or harm to another individual.