



# Texas Women in Higher Education (TWHE) Community Guidelines

Thank you for choosing Texas Women in Higher Education (TWHE) to enhance your professional development. To help provide a safe and productive environment, attendees, speakers, sponsors, exhibitors, volunteers, and guests, we ask that guests follow the TWHE Community Guidelines throughout all events. All members of the TWHE organization are committed to providing participants at all our events with a welcoming, inclusive, professional, and safe environment where we can create a community focused on belonging. Please take a moment to acquaint yourself with these important policies.

Participants are expected to conduct themselves professionally, communicate with respect and consideration for others, encourage collaboration and participation, and refrain from conduct that may be perceived as harmful to themselves, other participants, or TWHE.

The following behaviors are expected and requested of all participants:

- Behave courteously and professionally;
- Treat all participants with respect, dignity, and consideration in the spirit of valuing a multiplicity of views and opinions;
- Prepare to listen and display respect when speaker(s) are presenting;
- Be considerate, respectful, and collaborative in your communication and actions;
- Refrain from demeaning, discriminatory, bullying, or harassing behavior and speech;
- If using a webcam, maintain a professional presence;
- Report suspected inappropriate behavior directed at yourself or others to a TWHE board member;
- Respect the rules, policies, laws, and the property event location.

All participants at TWHE events (virtual workshops, annual conference, conference-related social events, etc.) are asked to support an environment where everyone's perspectives are respected and valued.

Our goal is to host professional development events that are as inclusive as possible for our attendees and participants, regardless of gender, gender identity, and expression, age, national origin, disability, physical appearance, sexual orientation, race, ethnicity, religion, political affinity, or any other characteristic protected by law.