



THE WINE WRITERS' SYMPOSIUM

CODE OF CONDUCT [final: April 2024]

The Wine Writers' Symposium is committed to fostering respectful professional relationships, facilitating learning, encouraging critical thinking, and advancing wine writing and communication. We are grateful to the volunteers, board members, sponsors, staff, speakers, and fellows who make this possible.

The continued success of the Wine Writers' Symposium depends on all participants helping to create a supportive, inclusive, and welcoming environment in all Symposium activities including workshops, panel discussions, mentoring sessions, off-site excursions, meals, and virtual settings, including online chat.

The Wine Writers' Symposium has adopted the following Code of Conduct. The Code of Conduct applies to all participants including fellows, speakers, volunteers, board members, sponsors, the executive director, staff, and anyone joining or supporting the program.

Participants are strongly encouraged to communicate directly and promptly with any Wine Writers' Symposium staff, the executive director, or board members regarding any concerns that arise.

A CULTURE OF RESPECT

The Symposium is built on respectful, open dialogue and interaction among all participants. This can include the sharing of knowledge, experiences, cultural and educational backgrounds, ideas, and practices, as well as constructive critique, spirited discussion, and thoughtful inquiry. This is true whether the Symposium is occurring online or in person. Both webinars and in-person events are subject to the same guidelines of conduct and respect.

Participants are expected to be present during Symposium events, respect each other's privacy, and also share and join in the conversation.

Individual stories and direct quotations shared by participants are done so in a spirit of non-disclosure. They cannot be shared beyond the Symposium without direct permission from the participant. Ideas learned within the Symposium can be shared, and such sharing is encouraged to broaden the community of learning.

Participants who are more comfortable speaking up in group settings are asked to provide space for others and support those who might be less comfortable. Those who tend not to speak up are encouraged to ask questions and connect with other participants through discussion time as well.

It is a privilege to participate in the Symposium. All attendees are expected to be present during the event and to forego other work until after the Symposium activities. This will allow all participants to benefit from mutual engagement.

If anyone cannot devote the time at the Symposium to being present, they are encouraged to decline the invitation to allow someone else to benefit.

EXPECTATIONS OF PARTICIPANTS

The Wine Writers' Symposium exists thanks to enormous time, effort, and planning from numerous volunteers, staff, board members, sponsors, the executive director, and others.

Fellows and speakers also dedicate a significant portion of their schedules to attend and participate. Sponsors donate time and resources to make the event financially possible as well. All participants are expected to be respectful of this community of contribution. Fellows and speakers must attend and participate in all portions of the Wine Writers' Symposium. If a participant experiences an emergency and must leave a portion of the event, the participant must notify Symposium staff when they are able.

The Wine Writers' Symposium must enforce all laws regarding the sales, service, marketing, or promotion of alcohol. If any participants are visibly intoxicated they may be asked to leave that portion of the event and be escorted back to their housing for the safety of all participants. Illegal drug use will not be tolerated.

The Symposium is a unique opportunity for networking. Writers, editors, and publishers will gain new contacts that could lead to future writing-related work together. At the same time, participants are not to use the Symposium or connections made through the Symposium for marketing a business, or personal profit outside the kind of writing, editing, or publishing naturally associated with the event. This also applies to all board members, staff, and the executive director, who are expected to avoid any possible conflicts of interest with their duties and responsibilities as part of Symposium leadership.

ANTI-HARASSMENT AND ANTI-DISCRIMINATION POLICY

The Wine Writers' Symposium has a zero-tolerance policy for verbal, visual, or physical harassment, discrimination, bullying, as well as unfair or unequal treatment of any individual based on their age, disability, ethnicity, gender, national origin, race, religion, sexual orientation, marital status, or other characteristic protected by law.

The Wine Writers' Symposium will not tolerate mistreatment of others. This would include, for example:

- Offensive comments related to gender, gender identity and expression, sexual orientation, disability, mental illness, neuro(a)typicality, physical appearance, body size, age, race, or religion (or lack thereof), or other characteristic protected by applicable law
- Threats of violence
- Incitement of violence toward any individual or the group
- Deliberate intimidation
- Unwelcome sexual attention
- Ignoring requests to stop communication between participants
- Dismissing or minimizing other people's experiences
- Deliberate mis-gendering of any individual
- Unwelcome comments regarding a person's lifestyle and practices
- Sending inappropriate, unwanted texts or photos to other participants
- Other behaviors that are harmful to participants

The Wine Writers' Symposium may remove any participant for violation of these guidelines at the discretion of the executive director and board of directors, and will not be responsible for any expenses incurred leading up to or as a result of the removal.

The Symposium also reserves the right to revoke an invitation to either fellows or speakers if it is found that the person has a history of harassment, discrimination, or harm towards others. In accepting an invitation to participate in the Symposium, fellows and speakers are agreeing that they will abide by these policies and be expected to self-report any potential issues, or disclose any issues that arise during the Symposium.

If you are being harassed, notice that someone else is being harassed, or are concerned about the well-being of another Symposium participant, please speak with the executive director, staff, or board of directors immediately.

Where applicable, nothing in this Code of Conduct is intended to interfere with your rights under federal and state laws, including the National Labor Relations Act, nor will the Wine Writers' Symposium construe this policy in a way that limits such rights.