38TH ANNUAL GMiS CONFERENCE
SEPTEMBER 17-19, 2026
Albuquerque, New Mexico

CODE OF CONDUCT

Great Minds in STEM ("GMiS") welcomes all participants to our 38th Great Minds in STEM Conference, " STEM 4 All." To help provide a safe and productive environment for Participants, this Conference Code of Conduct ("Code") establishes minimum expectations of conduct for all individuals (including attendees, speakers, exhibitors, sponsors, staff, contractors, volunteers, award recipients, and other guests, collectively referred to as "Participants") who participate in any manner at the GMiS Conference and Career Fair.

By attending the GMiS Conference, you agree to abide by this code. This code is intended to supplement any other applicable GMiS policies and may be revised at any time without further notice. We intend for the policies and provisions to be compliant and construed in accordance with applicable law.

EXPECTED CONDUCT

We invite you to help us make each scheduled event an experience that is welcoming and respectful to all participants. Participants are expected to conduct themselves in a professional manner, to communicate with respect and consideration for others, to encourage collaboration and participation, to embrace inclusivity, and to refrain from conduct that is (or may be perceived to be) harmful to themselves, other participants.

The following behaviors are expected and requested of all Participants:

- Behaving in a courteous and professional manner;
- Treating all participants with respect, dignity, and consideration, in the spirit of valuing a diversity of views and opinions;
- Welcoming all voices, whether participating in-person or remotely;
- Being considerate, respectful, and collaborative in your communication and actions;
- Discussing differences and critiquing ideas, not people, in a non-confrontational manner with due regard for the viewpoints of others;
- Refraining from demeaning, discriminatory, or harassing behaviour and speech;
- If using social media maintain a professional presence.
- Reporting to GMiS team members any suspected inappropriate behavior directed at yourself or others.
- Respecting the rules, policies, and property of GMiS and its contracted facilities and vendors.

PROHIBITED CONDUCT

Violations of this code of conduct include, but are not limited to, the following:

- Discriminatory conduct based on race, gender, gender identity or expression, age, sex, sexual orientation, disability, national origin, ethnicity, political affiliation, religion, marital status, veteran status, or any other characteristic protected by applicable law;
- Harassment, meaning unwelcome or offensive verbal comments, visual displays, or physical contact directed at any Participant, including conduct, comments or images that a person would reasonably find offensive.
- Sexual harassment, meaning unwelcome, unsolicited, and unreciprocated sexual advances, requests for sexual favours, and other physical conduct, comments, or gestures of a sexual nature that has or that might reasonably be expected to be perceived to offend, humiliate, or intimidate another person;
- Deliberate intimidation, threatening, stalking, or following;
- Conducting oneself in a manner that is unruly, disruptive, or unprofessional, or that endangers the health or safety of yourself or others, including alcohol over-intoxication or overindulgence;
- Actual or threatened pushing/shoving or any physical force or weapon of any kind against any person;
- Possession of prohibited items, including, but not limited to, weapons of any kind (including knives, firearms, or other items that may cause harm to others), illegal drugs, or alcohol not served by venue personnel, GMiS staff, or officially designated GMiS suppliers.
- Destruction, theft, dismantlement, defacement, abuse or intentional misuse of GMiS or GMiS-contracted venues, property, equipment, signage or supplies;
- Failure to comply with directions of GMiS leaders, venue personnel, or GMiS staff regarding operations;
- Retaliation or threat of retaliation against Participants for reporting activity that they reasonably believed to be in violation of this Code;
- Knowingly and falsely reporting violations of this code in bad faith.

This code is not intended to be all inclusive, and it is likely there will be conduct issues that it does not specifically address. In that event, as in all others, Participants are expected to follow the direction of GMiS staff who will take appropriate action to ensure the safety, security and well-being of all Participants.
Consequences of Participant Engagement in Prohibited Conduct

GMiS has a zero-tolerance policy regarding prohibited conduct. Participants asked to stop any inappropriate conduct are expected to comply immediately. GMiS, in its sole discretion, will determine the nature of the Participant's conduct that warrants corrective action as well as the corrective action to be taken. Corrective action may take any of the following forms: verbal warning; expulsion from the Conference without a refund or credit; bar from future GMiS Conferences; an individual's suspension or expulsion. The decision(s) of GMiS are final.

REPORTING UNACCEPTABLE BEHAVIORS

Violations of this code are taken seriously. Please promptly report any concerns about inappropriate conduct to GMiS staff present at the conference. If a GMiS staff member is the subject of a complaint or if you are not comfortable reporting a complaint to a GMiS staff member onsite, you are encouraged to bring your complaint to GMiS leadership. If you or someone else is in immediate danger, or if you see something suspicious or would like to report a security issue or emergency, please contact security or local law enforcement.

Thank you for your commitment to make the 2026 GMiS Conference welcoming and respectful for all.

ANNA M. PARK
Chairman of the Board • Great Minds in STEM

PETER MELLADO
Executive Director • Great Minds in STEM