

JASNA East PA believes in the importance of creating a welcoming community for everyone. We are committed to fostering an environment and experiences that are free from all forms of harassment, and inclusive of all people, regardless of race, gender identity, sexual orientation, ability, ethnicity, national origin, religion, or age. The purpose of this policy is to protect those attending JASNA East PA events and to educate those considering attendance.

Attendees at JASNA East PA events should:

- Listen as much as you speak.
- Be considerate and respectful.
- Not engage in demeaning, discriminatory, or harassing behavior and speech.
- Accept critique graciously and offer it constructively.
- Give credit where it is due.
- Use welcoming language, for instance by using an individual's stated pronouns and favoring gender-neutral collective nouns.
- Do not use outdated, racist language, even when that is the language of Austen's period, unless directly quoting from a text. Speakers are encouraged to think critically about when it is necessary to include quotes with such vocabulary.

Unacceptable behavior will not be tolerated. If you are subject to or witness a violation of the code of conduct, or wish to file a complaint, please speak with or contact a member of the JASNA East PA board. JASNA East PA may take any action they deem advisable for violators of the code of conduct, including and up to removing violators of the code of conduct from meetings, both virtual and in-person, and banning them from future meetings.

Anyone with questions about this policy should contact the JASNA East PA Board.

May 2022