

SEMI Global Code of Conduct

Respect, Inclusion, Tolerance



SEMI is committed to ensuring a positive and professional working environment in which all people are treated with respect and dignity. We believe in an open and transparent approach to respect in the workplace and are committed to providing all participants in SEMI activities with a healthy, positive and safe work environment that is free from verbal, physical or psychological abuse and violence.

We do not tolerate any form of bullying, harassment, abuse and violence by management, supervisors, employees, volunteers, board members, sponsors, subcontractors, suppliers and customers, exhibitors or attendees participating in SEMI activities and events. Persons asked to stop any harassing behavior must comply immediately or risk consequences including expulsion from events, and separation from the company.

General Guiding Principles

We encourage all event participants to raise issues or concerns related to physical/mental health or safety through established processes without fear of retaliation.

We will address disputes and conflicts by using approaches that foster clear communication and

candor, facilitate respectful interactions and yield solutions of mutual agreement.

We will reduce the risk of incivility, workplace harassment and violence by addressing violations of the Code in a confidential manner.

Event Guiding Principles

Sponsors, exhibitors, vendors and attendees must avoid any behavior that constitutes bullying, harassment, or verbal or physical abuse. This includes excessive attention to others as well as displaying images, clothing, or costumes that are sexual in nature or that otherwise create a sexualized environment. If the event includes booths, staff, volunteers, and attendees must present professional business appearances and behavior at all times.

If a person at the event engages in any form of inappropriate behavior, the event organizers may take action they deem appropriate, including warning the offender and/or expulsion from the event with no refund. If you are being harassed, notice that someone else is being harassed, or have any other concerns surrounding inappropriate conduct, please contact SEMI event staff immediately.

Definitions

<p>BULLYING</p>	<p>Bullying is interpersonal hostility that is deliberate, repeated and sufficiently severe as to harm the targeted person’s health, safety or economic status. It is driven by the perpetrator’s (i.e. bully’s) need to control another individual, not by a legitimate business need.</p>
<p>HARASSMENT</p>	<p>Harassment includes offensive verbal comments related to gender and gender identity, age, sexual orientation, disability, physical appearance, body size, race, religion, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.</p>
<p>ABUSE</p>	<p>Abuse is defined as any action that intentionally harms or injures another person either physically or mentally.</p>
<p>VIOLENCE</p>	<p>Violence means the threatened, attempted or actual conduct of a person that causes or is likely to cause physical injury. These acts include threats, menacing or threatening behavior and all types of physical or verbal assaults. Employees are encouraged to seek resolution of any incident of violence immediately. Investigations will be conducted by SEMI HR with as much confidentiality as possible.</p>