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.
Violence involves the threatening conduct of a person, attempted or actual, 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 and all violent incidents immediately. Investigations will be conducted by SEMI HR with as much confidentiality as possible.

Abuse is defined as any action that intentionally harms or injures another person either physically or mentally.

Definitions

**BULLYING**
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.

**HARASSMENT**
Harassment includes offensive verbal comments related to gender or gender identity, age, sexual orientation, disability, physical appearance, body size, race, or religion and can involve 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.

**ABUSE**
Abuse is defined as any action that intentionally harms or injures another person either physically or mentally.

**VIOLENCE**
Violence involves the threatening conduct of a person, attempted or actual, 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 and all violent incidents immediately. Investigations will be conducted by SEMI HR with as much confidentiality as possible.

**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 expelling them 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.