



NISO CODE OF CONDUCT

What is the purpose of the NISO Code of Conduct

The National Information Standards Organization (NISO) is dedicated to fostering an open environment where diverse participants can learn, contribute, network, and appreciate the richness of an inclusive community grounded in mutual respect. This document aims to promote respectful and inclusive conduct within the NISO community.

We welcome feedback on this policy, which will be considered by the NISO DEIA committee. Please contact the [NISO staff](#) with your suggestions.

Who is subject to the NISO code of conduct

As a community-based organization, NISO embraces a broad spectrum of individuals from the library, publishing, and vendor sectors. This code of conduct applies to all participants involved in any capacity at NISO, such as – but not limited to – members, organizations, sponsors, volunteers, and staff who participate in NISO's activities and initiatives.

NISO Conduct Guidelines

NISO is committed to fostering an inclusive and safe environment where members can learn, work and network responsibly. Participants are expected to engage with openness and respect, mindful of how their language and interactions may be perceived by others. NISO will not tolerate heckling, harassment, bullying (be it physical, verbal or cyber) or any behavior that targets people based on characteristics such as gender, race, sexual orientation, religion, age, or disability. This applies to all NISO activities, including conferences, working groups, committees, and social events.

Those asked to stop hostile, demeaning or harassing behavior are expected to comply immediately. NISO staff may respond to unacceptable or harassing behaviors by taking any action they deem appropriate, including warning the offender or expulsion from events and meetings including from conferences with no refund.

Where to Get Help with Code of Conduct Concerns

If you have experienced or witnessed a violation of the NISO Code of Conduct, please choose one of the following options for reporting and support.

- For working group and standing committee activities, members are encouraged to discuss with their committee chair(s) any issue arising from engagement by other group members. In the case of an issue between a standards-group member and a chair, please contact the NISO staff.
- For any other issues, contact NISO's DEIA Advocate or any other member of [NISO staff](#) immediately. NISO staff will assist in making sure your report is taken.
- If you would prefer to report anonymously, you may [use the web form](#) and staff will investigate as appropriate.

NISO staff will review and address all reports as promptly as possible. We will do everything we can to ensure your safety and well-being while upholding our core value of fostering an open, diverse, and inclusive environment.

In addition, NISO participants have the option to leave any session or work meeting if they feel uncomfortable or witness behavior that conflicts with this Code of Conduct.