



IRE PRINCIPLES (CODE OF CONDUCT)

(effective September 8, 2020)

Investigative Reporters & Editors is committed to providing a friendly, safe and welcoming environment for all, regardless of race, gender identity or expression, ethnicity, sexual orientation, physical ability, age, appearance or religion.

IRE supports vigorous debate and welcomes disagreement, while maintaining a civil and respectful community. Discriminatory or harassing behavior is not permitted.

IRE may take any action it deems appropriate to deal with those who violate our principles, including exclusion from our events, forums, listservs and the organization itself.

The IRE Principles apply to all events that IRE holds, including entirely virtual ones. Members agree to follow these principles throughout all communications related to the conference.

This code of conduct covers all participants in IRE events and is in effect the entire time from the beginning until the end of our conferences.

During in-person conferences, we will publicize a contact email, in addition to making staff and IRE board members easily identifiable, with badges that identify themselves as such, so you know whom to contact if you see or experience an issue.

If you feel threatened or in immediate jeopardy during an IRE event, you should call building security by calling 0 from a house phone, or local police by dialing 911.

During the scheduled program, concerns can be brought to the attention of IRE staff or board members in person. Contact information to reach an IRE board member outside of the scheduled program can be found here:

<https://www.ire.org/about/board-of-directors>