

LHON Collective

Code of Conduct

This Code of Conduct applies to all attendees and participants of meetings, events, or conferences, whether in person or virtual. LHON Collective, as well as those in the United States LHON community who lead LHON-related meetings or events are committed to providing a safe, respectful, and inclusive environment for all participants, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion, or any other personal characteristic.

1. Expected Behavior

- Treat all participants with respect, kindness, and professionalism.
- Be in a sober and alert state throughout the meeting. Be aware that consuming excessive alcohol or other substances may impair your judgment or communication.
- Speak courteously and allow others to finish before responding.
- Give everyone an opportunity to contribute. Do not dominate the conversation.
- Respect differing viewpoints and experiences.
- Avoid interrupting, talking over others, or using offensive language.
- Use inclusive language and avoid discriminatory remarks.
- Dress appropriately, remembering you may be photographed or on camera.
- Follow the instructions of administrators or staff and any on-site venue rules.

2. Unacceptable Behavior

- Harassment, intimidation, or discrimination in any form.
- Disruptive, disrespectful, or unsafe conduct.
- Unwelcome physical contact or attention.

- Recording or photographing individuals without consent.
- Attempting to sell products or profit financially from attendees without prior authorization from LHON Collective Leadership or appointed meeting leaders.

3. Privacy & Confidentiality

- Do not share meeting content, recordings, or chat messages without permission.
- Respect the confidentiality of sensitive information discussed.

4. Technical Etiquette for Virtual Attendance

- Test your audio/video before the meeting starts.
- If able, try to use tools like the mute button on Zoom to avoid having background noise disrupt the meeting.
- When possible, keep your camera on to encourage engagement.
- Keep in mind if you have trouble breaking into the conversation, you can use the chat or “raise hand” feature, or physically raise your hand, to signal you’d like to speak.
- If you need to multitask, ensure that you are on mute/camera off so you do not distract others from the meeting.
- The Zoom administrator has the right to, and will, mute your microphone or turn off your camera as necessary if your behavior is deemed discourteous.

5. Reporting Concerns

If you experience or witness unacceptable behavior, please contact a conference/meeting organizer/leader immediately. All reports will be handled confidentially and respectfully.

6. Consequences

Failure to abide by the policies set forth in this code of conduct may result in being removed from an event and/or meeting. No refunds for fees will be given, and the individual will not be allowed to return for the remainder of the event and/or may be barred from attending future events.