



New Jersey Association of the Deaf, Inc.

An Advocacy and Service Organization

Code of Conduct

We seek to provide a friendly, safe environment in which all participants can engage in a productive dialogue and sharing with each other. We are committed to providing a harassment-free environment for all regardless of gender, gender identity, age, sexual orientation, disability, race, ethnicity, religion, etc. In order to maintain such an environment, we require all participants to adhere to the following code of conduct.

Expected Behavior

Treat each other with respect. Discussion is important but should be constructive and collaborative. Consider how your words will impact other people. This is an open community with many different people. If you see anyone in distress or witness unacceptable behavior, please immediately contact the State Conference Chairperson Lauren Lercher or Zoom Hosts – Andy Oh and Eli Pogue.

Examples of expected behavior are:

- Be considerate, respectful, and collaborative
- Refrain from demeaning, discriminatory, or harassing behavior and speech

Unacceptable Behavior

New Jersey Associations of the Deaf, Inc. does not tolerate trolling, intimidating, harassing, abusive discriminatory, derogatory, or demeaning conduct by any participants.

Examples of unacceptable behavior are:

- demeaning communication related to gender, gender identity or expression, age, sexual orientation, disability, diet, physical appearance, body size, race, ethnicity, religion
- intimidation such as stalking or harassing
- disrupting the conference
- inappropriate or unwanted contact

What to do if you witness unacceptable behavior or are subject to unacceptable behavior?

Please immediately email the State Conference Chairperson Lauren Lercher at 2021stateconf@deafnjad.org or use Zoom chat to send the private message to hosts – Andy Oh or Eli Pogue. You may [submit a report online](#) anonymously.

Consequence of Unacceptable Behavior

Unacceptable behavior will not be tolerated. Those found to be engaging in unacceptable behavior will be asked to stop immediately and shall comply. Depending on the severity of the behavior and the need to protect participants' safety, the person will be removed from the Zoom conference.

Communication Rules for Attendees

- Please use the hand-raising tool if you want to ask a question in ASL.
- Please wait until you are called upon by the host to show your video.
- Please keep the chat clean.

FAQs

1. I've registered. What now?

Perfect! We will email you the zoom link. Please **DO NOT** forward or share the link with others.

2. How will I watch the conference?

We will be hosting the conference on a Zoom Meetings Platform for NJAD members where they will receive the zoom link from email. Please make sure your Zoom software is up to date with the most recent version available. Non-member attendee will be able to watch the conference being livestreamed at [NJAD's Facebook page](#).

3. What is the best way to watch the conference?

We strongly encourage you to use a laptop or desktop if you are NJAD member. We do not suggest using mobile devices like Apple iPad or phone since it has limited Zoom features. You may not be able to participate in poll voting. Please make sure your Zoom software is up to date with the most recent version available.

4. Will the conference be recorded?

It will be recorded and shared with NJAD member as a membership benefit. If you would like access to the recording, please sign up for [NJAD membership](#)!

5. Will I be able to earn CEUs?

We do not offer CEUs for this conference but you can [email us](#) to request for attendance certificate.

6. Will I be able to ask a question during conference?

In Zoom, please type your question in the Zoom Chat or raise your hand if you prefer to ask your question in ASL by clicking on the RAISE HAND icon 🖐️ - wait for us to call you to show your video.

7. Will there be captioning?

There will be live captioning in Zoom by voice interpretation. You can also use [NJ Relay & CapTel captioning](#) which is viewed separately out of Zoom.