



Association of Old Crows (AOC) Speaker Code of Conduct

The Association of Old Crows (AOC) is committed to fostering a professional, inclusive, and respectful environment at all events, conventions, and conferences. This Code of Conduct establishes guidelines for speakers and presenters to ensure a high standard of professionalism, ethical behavior, and mutual respect.

1. Professionalism and Respect

- Speakers shall treat all attendees, fellow presenters, and staff with respect and courtesy.
- Harassment, discrimination, or offensive behavior based on gender, race, ethnicity, age, disability, sexual orientation, religion, or any other protected characteristic will not be tolerated.
- Speakers must avoid hate speech, inflammatory remarks, or any content that may be considered inappropriate, defamatory, or harmful.

2. Content Guidelines

- Presentations must align with AOC's mission and values, providing educational, technical, or professional insights relevant to electronic warfare, electromagnetic spectrum operations, cyber warfare, and/or related fields.
- Speakers must ensure that content is accurate, appropriately sourced, and does not misrepresent facts.
- Avoid plagiarism and provide proper attribution for any third-party materials, images, or research included in presentations.
- Use appropriate language, visuals, and examples to create an inclusive and engaging experience for all audience members.
- The speaker agrees their presentation or educational program is a separate event and may not market any material(s) as endorsed by the AOC and/or government co-sponsorship agreement.

3. Compliance with Laws and Policies

- Speakers must adhere to all applicable laws, including those regarding export control, classified information, and intellectual property.
- Proprietary, sensitive, or classified information must not be shared unless authorized and in compliance with legal regulations.

- Presenters must respect the confidentiality of any unpublished data or research that they do not have permission to disclose.

4. Speaker Conduct During Events

- Arrive on time and be prepared for scheduled presentations.
- Use provided technology, if not using your own, and resources responsibly and in accordance with event guidelines.
- Refrain from disruptive behavior, excessive self-promotion, and/or actions and language that detract from the learning experience of attendees.
- Be open to questions and discussions while maintaining a professional demeanor.

5. Social Media and Public Engagement

- Ensure that any public statements, social media posts, or discussions related to the presentation reflect professionalism and respect. Any comments and/or posts are considered “of the speaker” and are not endorsed by the AOC.
- Avoid sharing misleading, confidential, or proprietary information on public platforms.
- To use/post images that include AOC attendees, approval must be granted by those in the image prior to it being used for any purpose.
- Presenters may not market their session/event content as endorsed by the AOC or any other government agencies or subsidiaries.
- **Classified Sessions:** Sharing any information related to or about a classified session, course, or topic is strictly prohibited. This includes photos taken within the classified area. Personal electronic devices are not permitted in classified sessions and will be handled at the discretion of the security personnel of the respective event.

6. Reporting and Enforcement

- Any violations of this Code of Conduct may result in warnings, removal from the event, or restrictions on future participation in AOC events.
- Attendees or staff who observe inappropriate behavior are encouraged to report concerns to event organizers or AOC leadership.

Acknowledgment and Agreement

By participating as a speaker or presenter at an AOC event, individuals acknowledge and agree to abide by this Code of Conduct. Failure to comply may result in disqualification from current or future speaking opportunities. In the event of any extreme situation and/or issues, all speaker payments and reimbursements will be withheld by AOC until a formal investigation is conducted.

This Code of Conduct ensures that AOC events remain professional, respectful, and valuable for all participants. Thank you for your commitment to upholding these standards.

I, _____, have read the AOC Speaker Code of Conduct for Speakers/Presenters and will abide by all terms and conditions listed in this Code of Conduct. I understand that failure to do so will result in action(s) taken by the AOC.

Signature of speaker/instructor

Date

AOC Director signature

Date