IRE PRINCIPLES (CODE OF CONDUCT)

(effective February 3, 2023)

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 and meetings that IRE holds, including entirely virtual ones. Members agree to follow these principles throughout all communications related to the conference and meetings.

This Code of Conduct covers all participants in IRE events and meetings and is in effect the entire time from the beginning until the end of our events and meetings.

To report a violation of the Code of Conduct, please go to <u>ire.org/code-of-conduct</u> for more information.