



**Maine Coast
Heritage Trust**

Maine Land Conservation Conference Code of Conduct*

A safe, welcoming, and inclusive learning space is our priority. The Code of Conduct below expresses what the Maine Coast Heritage Trust (MCHT) requires from Conference participants. We will continue to adapt these statements based on feedback and experiences.

Please send comments and suggestions to mltn@mcht.org.

Land conservation is at its best and most enduring when it engages, includes, and benefits all people. Everyone deserves to feel safe and that they belong — on the land, in the conservation sector, and at the Conference.

To that end, MCHT is dedicated to providing a harassment-free learning experience for everyone, regardless of gender, sexual orientation, ability, physical appearance, body size, race, ethnicity, socio-economic status, or religion. We further commit to ensuring inclusion for all at the Conference and to delivering a welcoming and fulfilling experience.

Therefore, all attendees, speakers, volunteers, partners, vendors, and MCHT staff at the Conference are required to conduct themselves with integrity, courtesy, and respect for others. All communication should be appropriate for a professional setting. Harassment, insult, or defamation in any form will not be tolerated.

We also encourage participants to care for their personal well-being during the Conference by taking time to stretch, move their bodies, and if possible, step outside for fresh air. Prioritizing health and comfort helps create a positive and engaged learning environment for everyone.

Thank you for helping to create a welcoming and safe learning experience for all.

***Adapted from the Land Trust Alliance Events Code of Conduct
(<https://landtrustalliance.org/about/code-of-conduct>)**