

MISSOURI ASSOCIATION OF TRIAL ATTORNEYS

CODE OF CONDUCT

MATA was formed to remedy the injustices befalling victims of negligent and intentional acts. To give a voice to the voiceless. We lobby legislators and advocate to judges and juries the absolute necessity to respect the civil justice system and to respect the rights of all citizens to pursue fair and just remedies under it. We stand tall and fight hard for what is right for our clients. We should ask no less of ourselves and should abide by the same standards which we seek to enforce on others. Not only in our word, but in our deeds. Not only at all MATA events, but in the sanctity of our individual offices as well. With this Code of Conduct, we endeavor to make sure that we are bringing that same commitment to justice and respect for individual rights to everyone we encounter.

At MATA, we assume that most people are intelligent and well-intended. However, sometimes it is necessary to spell out the behavior we do and do not support at any MATA event, and hope that you will emulate within the confines of your own office. The core of our approach is this: we will do whatever we believe is necessary to ensure that MATA is a safe, welcoming and productive environment for everyone.

Therefore, as a member of this organization, you are agreeing to abide by certain behavior. That is, to:

- Respect the boundaries of all other individuals;
- Not engage in any unwanted or aggressive sexual activity;
- Be respectful of the rights and wishes of all other individuals in attendance;
- Not engage in any harassing, intimidating, demeaning or discriminatory activity;
- Report and/or tell the individual to stop any inappropriate behavior that you witness.

MATA is dedicated to providing a harassment-free experience for everyone, regardless of sex, disability, physical appearance, body size, race, color, age, religion, nationality, gender identity and expression, sexual orientation or political beliefs.

Harassment includes, but is not limited to, any behavior that a reasonable person would find intimidating, demeaning, hostile or offensive, such as:

- Lewd, sexual or demeaning jokes or comments;
- Sharing sexual images, whether via magazine, cell phone, video, document or social media;
- Intimidation, stalking or physically following another individual;
- Taking unauthorized or unsolicited photographs, videos or recordings;
- Sustained disruption of talks or other events for the purpose of embarrassing or intimidating someone on the basis of sex, color, age, religion, disability, national origin or race;
- Purposely ignoring an individual's attempt to participate in a professional discussion based upon someone's sex, color, age, religion, disability, national origin or race;
- Inappropriate physical contact or unwelcome sexual attention.

We will not tolerate harassment of attendees and/or their guests in any form at any MATA function.

Attendees and MATA staff are all subject to the anti-harassment policy.

If you rise to speak at any MATA function, you should refrain from using sexualized images, telling sexual or inappropriate stories or jokes, excessive profanity, sexual activities, or use of any other inappropriate or offensive material. If we hear complaints and think they are justified, you may not be invited back.

Attendees of MATA functions and/or their guests, if asked to stop any behavior which could be considered harassing, are expected to comply immediately.

If an attendee and/or their guest engages in harassing or inappropriate behavior, MATA may take any action deemed appropriate. This includes, but is not limited to, a warning, expulsion from the function or event, suspension from MATA, expulsion from MATA and/or contacting security or law enforcement. The level of action taken will depend upon the seriousness of the allegation or conduct. Violation of MATA's policy may occur without having previously been told to stop the offensive conduct. This Code of Conduct provides guidance as to what acts are considered violations.

If you witness harassment in any form or are the victim of such behavior, please bring that information to the immediate attention of MATA staff, the MATA President, or any member of the Executive Committee. Please consider it your moral and ethical obligation to do so. We will take all reasonable steps to remedy the situation as quickly as possible.

MATA also will not tolerate any form of discrimination and is dedicated to providing equal opportunities for inclusion, education and advancement of all members, regardless of sex, race, color, religion, national origin, disability or sexual preference or identity. Any form of discrimination reported by a member will be taken seriously.

Confidentiality of anyone who reports harassment and/or discrimination and the facts reported shall be maintained as necessary and as requested. Retaliation for such reporting shall not be tolerated in any form.

MATA pledges that any allegation of harassment, discrimination and/or retaliation shall be investigated and dealt with accordingly.

We want to thank our members for their help in keeping MATA a welcoming, respectful and friendly place for all to grow, learn and develop their individual practices of law. It is only through our collaborative efforts that we can maintain the rights of all individuals to free, fair, just and open courts where all can secure justice. Our behavior should reflect our beliefs in individual rights and freedom.