

I. PREAMBLE

This Code of Ethical Conduct (the "Code") establishes a set of expectations and guidelines that all Members, Governors, Officers, Advisory Committee members and entrants to the Emmy competition (collectively, "Members") of the Academy of Television Arts & Sciences (the "Academy") shall follow in order to maintain a high standard of personal and professional conduct in conducting the affairs of the Academy. This Code is binding on all Members and all Members are responsible for maintaining and promoting ethical practices as set forth herein.

II. STATEMENT OF ETHICS

The Academy is committed to upholding a positive environment in which Members, personnel, vendors, sponsors and guests may conduct the business of the Academy in a professional manner, reflecting constructive relationships, equality and inclusion, and mutual respect. As such, the Academy has zero tolerance for discrimination or sexual/non-sexual harassment, as well as illegal, dishonest or unethical conduct. The Academy will not tolerate, condone, or ignore unethical conduct and is committed to enforcing these standards at all levels.

There is no place in the Academy for people who abuse their status, power or influence in a manner that violates recognized standards of decency. Members are expected to act with due regard to public conventions and morals, to refrain from committing any act that will degrade themselves or the Academy in society, or prejudice, damage or harm the standing, reputation, welfare and/or best interests of the Academy and its Members.

III. GUIDING PRINCIPLES

Members shall uphold a positive, professional, ethically sensitive and supportive environment in which members of the Academy exhibit responsibility and respect, free of disruption, abuse, discrimination and harassment of others. Members are expected to:

- i. Behave in a professionally appropriate and courteous manner toward other Members and the Academy's personnel, vendors, sponsors and guests.
- ii. Respect the rules and property of all organizations and venues (and their representatives) who host events held, sponsored, managed or affiliated with the Academy or on Academy's behalf.
- iii. Recognize that they cannot speak for the Academy or make commitments on its behalf, unless expressly authorized to do so.
- iv. Discuss differences in a professional, non-confrontational manner with due regard for the viewpoints of others.
- v. Uphold this Code and its values in their professional lives.

IV. COVERED CONDUCT

Violations of the Code include but are not limited to the following:

- i. Threatening, harassing or abusing others, either verbally, physically or in writing (including by email, text messages, and/or social media), whether sexual or non-sexual. Without limitation, this includes fighting, horseplay, threatening or derogatory remarks,

- gestures, foul/offensive language, obscene gestures, sexual advances or requests for sexual favors, or engaging in other behavior detrimental to others.
- ii. Exhibiting behavior that (a) is unruly, disruptive, lewd, or illegal in nature; or (b) endangers the health or safety of others, including behavior caused by intoxication or other impairment related to substance abuse.
 - iii. Abusive conduct, harassment, or discrimination based on factors including, without limitation, gender, race, ethnicity, nationality, sexual orientation, physical or mental disability, or veteran status.
 - iv. Using language that disrespects a Member's identity, including, without limitation, their gender, race, ethnicity, nationality, sexual orientation, physical or mental disability, and other aspects of identity.
 - v. Knowingly and falsely (a) discrediting the reputation of another Member, or (b) defaming, maligning, or making false accusations concerning another Member, verbally or in writing (including by email, text messages and/or social media).
 - vi. Accessing or attempting to access restricted or ticketed areas without a proper ticket, pass and/or credential; misusing tickets, passes and/or credentials; presenting a false identification; or permitting another person to falsely present the Member's identification as his or her own.
 - vii. Soliciting or offering goods and services for sale or purchase where prohibited at an event; distributing leaflets or other printed material in prohibited venues; or selling or licensing any event invitation or items distributed at events, whether before, at, or after an event.
 - viii. Taking photographs or recordings during panels or presentations where prohibited; soliciting or attempting to solicit autographs of any kind at events.
 - ix. Failing to follow the directions of event personnel or Academy staff regarding event operations or emergency response procedures.
 - x. Violating rules and/or procedures of the Academy, including but not limited to the Academy Bylaws, the Emmy Awards Rules and Procedures, and the For Your Consideration and Governor Election Campaign Guidelines.
 - xi. Engaging in or promoting quid pro quo or block voting in leadership elections or Emmy awards voting.
 - xii. Any other action or activity which could reasonably be construed as contrary or detrimental to the best interests of the Academy.

Members are responsible for their conduct as well as the conduct of their guests.

Further, conviction of a felony or other crime of moral turpitude under state or federal law is a violation of this Code.

ENFORCEMENT PROCEDURES

Members and non-Members are encouraged to report suspected violations of the Code. Alleged violations of this Code shall be reviewed and resolved in accordance with procedures adopted by the Board of Governors. Violations of the Code may result in disciplinary action, up to and including being refused admission or ejected from an event, being barred from future events, or the suspension or expulsion of membership.

Suspected violations of the Code may be reported online at conduct.televisionacademy.com.

This Code is subject to change and may be amended, supplemented or superseded by one or more separate policies without further notice. All Members are responsible for continuous review of this Code.

Last updated on April 17, 2025 by the Television Academy Board of Governors