



Phillips Academy  
**ANDOVER**

**Phillips Academy  
Community Expectations  
September 2022**

Phillips Academy spaces (whether in person or virtual) are intended for a diverse community of people to engage with and learn from each other in a free and open exchange of thoughts in a respectful manner. We value the participation of everyone and want all attendees to have an enjoyable and fulfilling experience. Accordingly, we ask each participant to review and be guided by the following expectations.

Participants are expected to:

- Be respectful of differing viewpoints and experiences;
- Show respect and consideration toward other participants;
- Avoid words, images, or other actions that target, demean, or intimidate an individual or group based on their identity, including but not limited to hate speech, bigotry, or unwelcome conduct of a sexual nature;
- Avoid personal attacks, insults, or misrepresentations regarding Andover community member(s) or guest(s), including but not limited to defamatory or disparaging remarks; and/or
- Avoid threats of violence, intimidation, or any other conduct that cultivates hostility.

The Academy is committed to upholding these Community Expectations and may, for example, require an individual who acts contrary to these guidelines to immediately leave an event and/or prohibit them from attending future Academy events. The Academy will not tolerate the type of offensive behavior described above and encourages community members to bring any inappropriate behavior to the Academy's attention.