



Phillips Academy  
**ANDOVER**

**Phillips Academy  
Community Standards**  
January 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. While most events consistently meet this aspiration, we ask each participant to acknowledge and agree to the following:

I agree to contribute to a positive environment, by:

- Being respectful of differing viewpoints and experiences; and
- Showing respect and consideration towards other participants.

I agree to avoid and not encourage behaviors that impact others in one or more of the following ways:

- Words, images, or other actions that attack, demean, intimidate, or offend an individual or group based on their identity, including but not limited to hate speech, bigotry, or unwelcome conduct of a sexual nature;
- Personal attacks, insults, or misrepresentations regarding Andover community member(s) or guest(s), including but not limited to defamatory or disparaging remarks; and/or
- Threats of violence, intimidation, or any other conduct that cultivates hostility.

The Academy is committed to enforcing these Community Standards and may, for example, require an individual who is not in compliance to immediately leave an event and/or prohibit them from attending future Academy events. The Academy will not tolerate any offensive behavior and encourages community members to bring any inappropriate behavior to the Academy's attention.