

## Member Suspended for Violating AIA Code of Ethics

The AIA National Ethics Council has determined Edward Vance, FAIA, violated Rule 1.401 of the AIA's 2020 Code of Ethics and Professional Conduct ("Code of Ethics").

Rule 1.401 states: Members shall not engage in harassment or discrimination in their professional activities on the basis of race, religion, national origin, age, disability, caregiver status, gender, gender identity, or sexual orientation.

*Commentary: Harassment may include, but is not limited to, offensive jokes, slurs, epithets or name-calling, unwelcome physical contact, or threats, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, and interference with work performance. Petty slights, annoyances, and isolated incidents (unless extremely serious) will not rise to the level of violation of this Rule.*

The individual who filed the complaint with the National Ethics Council against Mr. Vance ("Complainant") is an architect member of The American Institute of Architects.

The National Ethics Council found the facts of the case established that Respondent engaged in unwanted physical contact with Complainant on multiple occasions at AIA meetings in 2020-21. In addition to the Complainant's testimony, several witnesses provided corroborating statements for each of the allegations made against the Respondent. The Commentary for Rule 1.401 clearly states that harassment includes "unwelcome physical contact."

The National Ethics Council imposed the penalty of suspension for Mr. Vance's violation of Rule 1.401; accordingly, he is suspended from AIA membership for a period of two (2) years and is not entitled to any privileges of membership during that time.