



## **Code of Conduct & Ethics for Event Participants**

### **Commitment**

NCWOA is committed to providing a positive environment for its members, volunteers, staff, and event participants. NCWOA events are intended to provide an opportunity for connection, communication, and collaboration of individuals with interest in the water and wastewater industry. NCWOA leadership, staff, members, volunteers, and guests share a responsibility to maintain an environment that displays respect, fairness, and integrity.

### **Scope of Policy**

NCWOA expects all individuals and companies that are participants or attend events or activities (in-person or virtual), to abide by this Code of Conduct & Ethics policy. Events and activities include, but are not limited to webinars, seminars, schools, conferences, committee meetings, leisure activities, socials, and social media platforms sponsored by NCWOA.

### **Expected Behavior**

- Conduct themselves in a professional, courteous, and respectful manner.
- Refrain from using or sharing demeaning, discriminatory or harassing behavior, gestures, and speech (both verbal and written).
- Alert event organizers if you notice any behavior that is not aligned with this code of conduct by emailing the event organizer.

### **Unacceptable Behavior**

Unacceptable behaviors may include but are not limited to:

- Harassment and discrimination include any verbal, physical, or visual conduct based on race, ethnicity, gender, sexual orientation, gender identity and expression, disability, religion, age, appearance, or political affiliation.
- Inappropriate use of nudity and/or sexual images; deliberate intimidation, stalking or following; harassing, photography or recording; sustained disruption of sessions, talks or other events; inappropriate contact and communication (physical, verbal, and electronic), and any unwelcome sexual attention.
- Any boisterous, lewd, or offensive behavior or language, using sexually explicit or offensive language or conduct, profanity, obscene gestures, or racial, religious, or ethnic slurs.
- Wearing clothing in video or photos that is not suitable for a professional work environment, that is provocative, inappropriate, or otherwise potentially offensive.
- Possession of a weapon or any item that can be used as a weapon in your photos or video.
- Showcasing or promoting any illegal substance in conversation, chat, photo, video, or text.
- Any other illegal activity not already covered above.
- Failure to obey any of the rules or regulations of the event or instructions of the event staff.

### **Consequences of Unacceptable Behavior**

Unacceptable behavior will not be tolerated. Anyone asked to stop unacceptable behavior is expected to comply immediately. If a participant engages in unacceptable behavior, the NCWOA staff or designated

event coordinators may take any action they deem appropriate, up to and including expulsion from the event without warning or refund and if appropriate involvement of local law enforcement. Breaches of this Code of Conduct & Ethics policy can also result in disqualification from participating in future events. Furthermore, breaches of this Code of Conduct & Ethics policy may be reported to participant's employer.

Questions regarding this policy may be directed to:

*Heather Cagle*

*NCWOA Administrator*

[heather@ncwoa.com](mailto:heather@ncwoa.com)