

## **Envisant Event Code of Conduct**

Envisant believes unity and cooperation are critical to the success of our industry. To encourage collaboration, creativity, innovation, and idea sharing, we are committed to a welcoming and respectful environment for all participants who attend Envisant meetings, conferences, and events. This Code of Conduct describes expectations of behavior and applies to all participants at Envisant events, including attendees, guests, employees, exhibitors, speakers, sponsors, and volunteers. This Code of Conduct applies to all components of Envisant events, including those sponsored by external organizations held in conjunction with Envisant events.

### **Expected Participant Behavior**

- Treat all participants with respect, dignity, and consideration.
- Dress and behave in a professional manner.
- Respect the rules and policies of the event organizer and venue.

### **Unacceptable Participant Behavior**

- Harassment, bullying, discrimination in any form, or sexual harassment, including unwanted touching, hugging, or sexual advances of any kind.
- Physical or verbal abuse of any participant.
- Offensive behavior or language, sexually explicit language or conduct, obscene gestures, or slurs.
- Threatening or stalking any participant.
- Posting or threatening to post another person's personally identifying information.
- Using an illegal substance.
- Encouraging other participants to engage in any of the above unacceptable behavior.

### **Termination and Consequences of Unacceptable Behavior**

- A participant who is requested to cease unacceptable behavior must cease the unacceptable behavior immediately.
- Envisant staff or security may take any necessary and appropriate action to terminate the unacceptable behavior, including immediate removal of the participant from the event without warning or refund.
- Envisant may prohibit a participant who has violated this code of conduct from attendance at future Envisant events.

### **Reporting Unacceptable Behavior**

If you are subjected to unacceptable behavior, have witnessed unacceptable behavior, or see a dangerous situation or someone in distress, please immediately notify Envisant staff or security so they can take proper action, and escalate if necessary.