



## **WASWD Code of Conduct for Member Events**

WASWD Board approved August 2022

It is the policy of the Washington Association of Sewer & Water Districts (WASWD) that all event attendees, exhibitors, speakers, and WASWD staff (Participants) maintain a professional environment that encourages mutual respect and promotes civil and congenial relationships among Participants. This Code of Conduct reflects WASWD's commitment to create and nurture a welcoming, respectful, and collaborative association. We thank our Participants for sharing our commitment.

WASWD has established this Code of Conduct to provide guidelines to Participants and to ensure that all Participants understand what behavior is expected, and what behavior will not be tolerated at a WASWD event. WASWD expects all Participants to abide by this Code of Conduct at all events. This includes conference-related social events at off-site locations, and in related online communities and social media.

### **EXPECTED BEHAVIOR**

Following are expectations for personal and professional conduct while attending a WASWD event.

1. Be considerate and respectful to all event participants.
2. Refrain from demeaning, discriminatory, or harassing behavior, materials, and speech.
3. If you see something, say something.

### **UNACCEPTABLE BEHAVIOR**

WASWD is dedicated to providing a harassment-free and inclusive event experience for everyone regardless of gender identity and expression, sexual orientation, disabilities, physical appearance, ethnicity, nationality, race, age, religion, or any other protected category. Unacceptable behavior includes, but is not limited to:

1. Intimidating, harassing, abusive, discriminatory, derogatory, offensive, speech, materials, or conduct by any Participants of the event and related event activities.
2. Violence, threats of violence, or violent language directed against another person.
3. Sexist, racist, homophobic, transphobic, agist, or otherwise discriminatory jokes and language.
4. Personal insults, including but not limited to those related to gender, sexual orientation, race, religion, age, disability or ethnicity.
5. Lewd, or offensive behavior or language, including but not limited to using sexually explicit or offensive language, materials or conduct, or any language, behavior, or content that contains profanity, suggestive facial expressions or noises, leering or obscene gestures.
6. Unwelcome sexual advance, request for sexual favors or other verbal or physical conduct of a sexual nature or with sexual overtones.
7. Impeding or blocking movement, unwelcome touching or any physical interference with normal movement directed at any individual.
8. Inappropriate photography or recording.
9. Taking of photos within the event environment for use on social media, without the prior permission of the individuals or owners of the content therein.
10. Failure to obey any rules or regulations of the event venue.

Many event venues are shared with members of the public; please be respectful to all patrons of these locations.

## **CONSEQUENCES OF UNACCEPTABLE BEHAVIOR**

Unacceptable behavior from any Participant will not be tolerated. Participants asked to stop any unacceptable behavior are expected to comply immediately. If a Participant engages in unacceptable behavior, WASWD may take any action it deems appropriate, including warning or expelling the offender from the event with no refund. For more egregious behavior, WASWD may, in its reasonable discretion, temporarily ban or permanently expel a Participant from WASWD events.

## **WHAT TO DO IF YOU WITNESS OR ARE SUBJECTED TO UNACCEPTABLE BEHAVIOR**

If you are subjected to unacceptable behavior, notice that someone else is being subjected to unacceptable behavior, or have any other concerns, please notify WASWD staff or Executive Director as soon as possible. WASWD staff will be available to assist those experiencing unacceptable behavior to feel safe for the duration of the event. All reports will remain completely confidential.