

## **Code of Conduct for Conference and Event Participants**

It is of utmost importance to National Cable Television Cooperative, Inc. ("NCTC") that each and every person attending one of our conferences and events whether in-person or virtually has a positive and rewarding experience and to that end, we invite all sponsors, volunteers, speakers, attendees, vendors, and others ("Participants") to help us realize a safe, respectful, and positive experience for everyone. When you participate in an event hosted by NCTC you are contributing to the overall experience, which makes us all accountable to each other.

NCTC 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 an NCTC event. NCTC 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.

NCTC 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 other protected category. Participants asked to stop any harassing behavior are expected to comply immediately.

### **EXPECTED BEHAVIOR**

NCTC expects that attendees will:

1. Be considerate and respectful to all attendees.
2. Refrain from demeaning, discriminatory, or harassing behavior, materials, and speech.
3. Speak up if they observe anything at an event that conflicts with this Code of Conduct. If you are being harassed or feel uncomfortable, notice that someone else is being harassed, or have any other concerns, please contact an NCTC staff member immediately (contact information below).

### **UNACCEPTABLE BEHAVIOR**

Unacceptable behavior from any attendee will not be tolerated. Unacceptable behavior includes, but is not limited to:

1. Intimidating, harassing, abusive, discriminatory, derogatory, or demeaning speech, materials, or conduct by any Participants of the event and related event activities. Many event venues are shared with members of the public; please be respectful to all patrons of these locations.
2. Violence, threats of violence, or violent language directed against another person.
3. Sexist, racist, homophobic, transphobic, or otherwise discriminatory jokes and language.

4. Personal insults, particularly those related to gender, sexual orientation, race, religion, or disability.
5. Inappropriate photography or recording.
6. Taking of photos or screenshots within the event environment for use on social media, without the prior permission of the individuals or owners of the content therein.
7. Any boisterous, 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, obscene gestures, or racial, religious, or ethnic slurs.
8. Becoming noticeably intoxicated.
9. Failure to obey any rules or regulations of the event venue or online platform.

### **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, NCTC may take any action it deems appropriate, including warning or expelling the offender from the event with no refund. For more egregious behavior, NCTC may, in its reasonable discretion, temporarily ban or permanently expel a Participant from future events. NCTC may also take any action authorized under the NCTC Bylaws and/or Member Agreement.

### **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 NCTC staff by e-mailing [lmiller@nctconline.org](mailto:lmiller@nctconline.org) or calling 913-599-5900. NCTC 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.