

Events Code of Conduct

The Asphalt Contractors Association of Florida, Inc. (ACAF) is committed to providing a safe and welcoming environment for all event participants and staff. All participants including but not limited to attendees, speakers, volunteers, exhibitors, staff, and service providers, are expected to abide by this 'Events Code of Conduct'. The code applies to all ACAF events, including virtual events, and those sponsored by organizations other than ACAF but held in conjunction with ACAF events, either in public or private facilities.

EXPECTED BEHAVIOR at ACAF EVENTS:

- Treat others with respect, inclusivity, and consideration, recognizing that this event is a place for diversity of thought, organization, and individuals.
- Communicate openly with respect for others, avoiding personal attacks.
- Wear your event badge at all times.
- Be mindful of your surroundings and others. Alert event staff if you notice any discriminatory, harassing, aggressive, or exclusionary behavior or speech as soon as possible.
- Respect the rules and policies of the event venue, hotel, ACAF-contracted facility, or any other associated venue or site.

UNACCEPTABLE BEHAVIOR at ACAF Events:

- Harassment, intimidation, or discrimination in any form is not tolerated.
- Unwanted physical contact, physical, or verbal abuse of any attendee, speaker, volunteer, exhibitor, staff, service provider, or other event guest will not be tolerated. Inappropriate solicitation of products and services outside the industry field is prohibited.



- Examples of unacceptable behavior include but are not limited to: verbal comments related to gender, gender identity, sexual innuendos, sexual orientation, sexual harassment, disability, physical appearance, body size, race, religion, and national origin; inappropriate use of sexual images in public spaces or in presentations; and, threatening or stalking any type of event guest.
- Disruption of sessions at any events organized by ACAF at the event venue, hotel, ACAF-contracted facility, or other associated venue or site, is not allowed.

CONSEQUENCES OF UNACCEPTABLE BEHAVIOR

Anyone requested to stop unacceptable behavior by anyone including attendees, show/event staff, or hotel staff is expected to comply immediately. ACAF will not tolerate such behavior and reserves the right to take any action it deems necessary and appropriate in its sole discretion, including expulsion from the event without warning or refund, exclusion from future events, and suspension/termination of membership, if a member of the Asphalt Contractors Association of Florida.

REPORTING UNACCEPTABLE BEHAVIOR

If you are the subject of unacceptable behavior or have witnessed any such behavior, please contact the ACAF's President, Amy Miller, at amiller@acaf.org.

Please note that ACAF reserves the right to modify or revise this policy at any time with or without notice. **In the event of an emergency, please contact local authorities immediately.**

