



## **Statement of Appropriate Conduct/Community Guidelines**

The Georgia Apartment Association (GAA) holds events and meetings to enable its members to receive continuing education, build professional networks, and discover new products and services for professional use. To provide all participants – members and other attendees, speakers, exhibitors, staff and volunteers – the opportunity to benefit from our events, GAA is committed to providing a harassment-free environment for everyone, regardless of gender, sexual orientation, gender identity, gender expression, disability, physical appearance, ethnicity, religion or other group identity.

### **Expected behavior:**

**Be Respectful:** Treat all participants, speakers, and staff with courtesy and respect, regardless of background, identity, or perspective.

**Promote Inclusivity:** Foster a positive and welcoming environment by avoiding exclusionary language or behavior.

**Engage Constructively:** Participate actively and respectfully in discussions and activities, whether in person or online.

**Follow Event Guidelines:** Adhere to all rules set by event organizers, including those regarding attendance, access, and engagement.

### **Prohibited behavior:**

**Harassment:** Any form of harassment, including but not limited to unwelcome conduct, offensive comments, or threats, based on race, gender, religion, disability, sexual orientation, or other personal characteristics. This includes **sexual harassment**, such as unwelcome sexual attention, stalking (physical or virtual), or unsolicited physical contact.

**Disruption:** Intentional disruption of sessions, talks, or online discussions, including inappropriate use of chat functions, unmuting without permission, or spamming.

**Recruitment:** Engaging in recruitment activities, including soliciting or promoting employment opportunities of any kind.

**Unauthorized Recording or Distribution:** Recording or sharing event content without explicit permission from organizers.

**Violation of Venue or Platform Rules:** Non-compliance with in-person venue policies or online platform terms of service.

All participants are expected to observe these rules and behaviors in all GAA venues, including online venues, and social events. Participants asked to stop hostile or harassing behavior are expected to comply immediately.



### **Consequences of Violations**

GAA reserve the right to take appropriate action in response to member and attendee behaviors, which may include:

- Verbal or written warnings.
- Removal from the event without refund.
- Banning from future events.

By participating in this event, you agree to abide by these guidelines.

### **Reporting Concerns**

If you experience or witness behavior that violates these guidelines, in-person or online, please report it to GAA staff immediately. All such reports will be directed to the President of the Atlanta Apartment Association who will determine and implement the appropriate course of action and may consult with or involve other GAA staff, leaders, and legal counsel as needed. Event security and/or local law enforcement may be involved, as appropriate based on the specific circumstances. A follow-up report will be made to individuals who report being harassed.