

MULTIFAMILY NW (MFNW) EVENT CODE OF CONDUCT

Attendees, exhibitors, and sponsors are expected to conduct themselves with integrity, collegiality and care while participating in or conducting business during an MFNW event. MFNW events are defined as any in-person or virtual event used to curate educational sessions, meetings, business functions, or social events. This policy extends to any social events affiliated with an MFNW event. Conduct details include:

- Acting in a professional and appropriate manner at all times during an MFNW event, whether for educational, business or social functions.
- Refraining from any activity or action that could adversely reflect upon MFNW or that is inconsistent with treating all MFNW employees, attendees, exhibitors, and sponsors with dignity and respect.
- Respecting the opinions of fellow event attendees, exhibitors, sponsors, and MFNW employees, leaving personal prejudices out of all discussions.
- Representing their organization in a positive and supportive manner.
- Showing respect and courteous conduct.
- Complying with MFNW's zero-tolerance policy for harassment at all MFNW educational, business and/or social functions.

MFNW provides a comfortable and inclusive experience for every exhibitor, sponsor, and attendee regardless of gender identity and/or expression, sexual orientation, disabilities, neurodiversity, physical appearance, ethnicity, nationality, race, age, religion, or any other protected category.

MFNW has a zero-tolerance policy for harassment of attendees, sponsors, exhibitors, MFNW employees or affiliates in any form, including, but not limited to:

- Verbal language that reinforces social structures of domination
- Sexual imagery and language
- Deliberate intimidation
- Stalking/following
- Harassing photographs or recordings
- Sustained disruption of talks or other events
- Offensive verbal language
- Unwelcome sexual or physical attention

In relation, but not limited to:

- Gender identity
- Gender expression

- Sexual orientation
- Disabilities
- Neurodiversity
- Appearance
- Body size
- Ethnicity
- Nationality
- Race
- Age
- Religion
- Pregnancy

We encourage you to report any behavior that makes you or others feel uncomfortable. Harassment, discrimination, and disrespect are not only not tolerated, but we encourage anyone who witnesses any such behavior to report it. If you are being harassed or feel uncomfortable, notice that someone else is being harassed, or have any other concerns, contact 911 for an emergency otherwise please reach out to Kristen Davies via email at kristen@multifamilynw.org.

While MFNW takes all concerns raised seriously, we will use our discretion and consult qualified legal advice to determine when and how to follow up on reported incidents and may decline to take any further action and/or may direct the participant to other resources for resolution. MFNW will take any action we deem appropriate, including giving verbal and written warnings, as well as expelling the offender from the event with no refund. Participants asked to stop any harassing behavior are expected to comply immediately.