

Virtual Event Conduct Policy

Multifamily NW is committed to providing a safe, productive, and welcoming environment for all meeting participants and Multifamily NW staff. All participants, including, but not limited to, attendees, speakers, volunteers, exhibitors, Multifamily NW staff members, service providers, and all others are expected to abide by this Code of Conduct. This Policy applies to all Multifamily NW meeting-related events, including those sponsored by organizations other than Multifamily NW but held in conjunction with Multifamily NW events, on public or private platforms.

Multifamily NW has zero-tolerance for any form of discrimination or harassment, including but not limited to sexual harassment by participants or our staff at our meetings. If you experience harassment or hear of any incidents of unacceptable behavior, Multifamily NW asks that you inform either Kristen Davies, Director of Operations, kristen@multifamilynw.org or 503-459-2438 or Ericka Hargis, Education & Event Coordinator, ericka@multifamilynw.org or 503-523-8275 so that we can take the appropriate action.

Unacceptable Behavior is defined as:

- Harassment, intimidation, or discrimination in any form.
- Verbal abuse of any attendee, speaker, volunteer, exhibitor, Multifamily NW staff member, service provider, or other meeting guest.
- Examples of verbal abuse include, but are not limited to, verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, inappropriate use of nudity and/or sexual images in public spaces or in presentations, or threatening or stalking any attendee, speaker, volunteer, exhibitor, Multifamily NW staff member, service provider, or other meeting guest.
- Disruption of presentations during sessions, or at other events organized by Multifamily NW throughout the virtual meeting. All participants must comply with the instructions of the moderator and any Multifamily NW virtual event staff.
- Presentations, postings, and messages should not contain employment offers or unauthorized promotional materials or solicitation for services outside of the marketplace. Multifamily NW reserves the right to remove such messages and potentially ban sources of those solicitations.
- Participants should not copy or take screen shots of Q&A or any chat room activity that takes place in the virtual space.

Multifamily NW reserves the right to take any action deemed necessary and appropriate, including immediate removal from the meeting without warning or refund, in response to any incident of unacceptable behavior, and Multifamily NW reserves the right to prohibit attendance at any future meeting, virtually or in person.