

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

NATOA 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, NATOA asks that you inform Tonya Rideout at trideout@natoa.org 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, NATOA 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, NATOA staff member, service provider, or other meeting guest.
- Disruption of presentations during sessions, in the exhibit hall, or at other events organized by NATOA throughout the virtual meeting. All participants must comply with the instructions of the moderator and any NATOA virtual event staff.
- Presentations, postings, and messages should not contain promotional materials, special offers, job offers, product announcements, or solicitation for services. NATOA 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.

NATOA 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 NATOA reserves the right to prohibit attendance at any future meeting, virtually or in person.