



National Association of Environmental Professionals Code of Conduct

NAEP events are community events intended for education, networking, and collaboration. We value the participation of everyone and want all attendees to have an enjoyable and fulfilling experience. Accordingly, all attendees are expected to show respect and courtesy to other attendees throughout all events hosted in the NAEP space. To make clear what is expected, all attendees, speakers, exhibitors, organizers, and volunteers at any virtual event are required to conform to the following Code of Conduct. Organizers will enforce this code throughout the event. In registering for and/or participating in the 2020 NAEP Virtual Conference you consent to comply with the Code of Conduct. Failing to adhere to NAEP's Code of Conduct will result in you being asked to leave the session and the rest of the 2020 NAEP Virtual Conference.

Encouraged behavior:

Examples of encouraged behavior that contributes to a positive environment include:

- Using welcoming and inclusive language
- Being respectful of differing viewpoints and experiences
- Gracefully accepting constructive criticism
- Focusing on what is best for everyone at the event
- Showing empathy towards other participants

Unacceptable behavior:

We do not tolerate the following:

- Spam (verbally or in chats), including saying or reposting the same word/content repeatedly in order to disrupt the conversation
- Harassment, bullying, and intimidation Harassment and bullying are defined as:



- Negative comments about race/ethnicity, gender and gender identity, sexual orientation, disability, age, religion, physical appearance, citizenship, or other protected categories
- Intimidation or threats, including sharing images or text
- Unwelcome sexual attention, including sharing images or text especially to sexually harass
- Threatening or other endangerment of minors
- Any activity meant to convey or cultivate hostility
- Ad hominem insults or other attacks
- Encouraging the above behavior