

AWPA EVENT CODE OF CONDUCT

(approved January 2022)

The American Wood Protection Association (“AWPA”) is committed to providing a welcoming and respectful environment for all who participate in AWPA programs, including webinars, conferences, AWPA events, meetings, and other activities held or sponsored by AWPA, whether in person or virtual (“AWPA Events”). AWPA has established this AWPA Event Code of Conduct (“Code”) to serve as a guideline for the professional conduct of anyone attending or participating in an AWPA Event, as well as the consequences for unacceptable behavior.

Expected Conduct and Prohibited Behavior During AWPA Events

We invite you to help us make each AWPA Event a place that is welcoming and respectful to all participants. During AWPA Events, participants are expected to conduct themselves in a professional manner, to communicate with respect and consideration for others, and to refrain from conduct that is (or may be perceived to be) harmful to other participants, themselves, AWPA staff, and/or third parties. Participants are expected to follow the direction of AWPA staff who will take appropriate action to ensure the safety, security, and well-being of participants.

Violations of this Code include but are not limited to the following:

- Discriminatory conduct based on race, gender, gender identity or expression, age, sex, sexual orientation, disability, national origin, ethnicity, political affiliation, religion, marital status, veteran status, or any other characteristic protected by applicable law;
- Harassment, meaning unwelcome or offensive verbal, visual, or physical contact directed at any participant, including conduct, comments or images that a person would reasonably find offensive;
- Deliberate intimidation, threatening, stalking, or following;
- Sustained disruption of portions of the AWPA Event;
- Invasion of privacy;
- Actual or threatened use of any physical force or a weapon of any kind against any person;
- Failure to comply with directions of AWPA staff or venue personnel regarding AWPA Event operations;
- Retaliation against participants for reporting activity that is reasonably believed to be in violation of this Code; or
- Knowingly and falsely reporting violations of this Code.

The foregoing is not intended to be an all-inclusive list of Code violations, and it is likely there will be conduct issues that are not specifically addressed above.

Consequences of Participant Engagement in Prohibited Conduct During AWPA Events

Participants asked to stop any inappropriate conduct are expected to comply immediately. AWPA, in its sole discretion, will determine the nature of the participant conduct that warrants corrective action as well as any corrective action to be taken. Corrective action may take any form, in AWPA’s sole discretion, including but not limited to, verbal warning, expulsion from the AWPA Event without a refund, bar from future AWPA Events, and/or notifying appropriate authorities. Additionally, AWPA may act with regard to a participant’s membership in AWPA, if applicable, including suspension or expulsion, subject to established AWPA procedures.

Reporting Unacceptable Behavior

Please promptly report any concerns about inappropriate conduct to AWPA staff present at the AWPA Event or to an AWPA Officer. If you or someone else is in immediate danger, or if you see something suspicious, or would like to report a security issue or emergency, please contact venue security or local law enforcement.

Thank you for keeping AWPA’s Events professional, welcoming, and respectful to all.