

## Event Code of Conduct

Indiana Electric Cooperatives (“IEC”) exists to unify, lead, serve, and advocate for its member cooperatives. As part of fulfilling and further developing this important purpose, IEC holds events to provide cooperative professionals with opportunities to connect, build knowledge, share information and experiences, and to support professional development and personal growth (“events”). IEC is committed to providing a safe, productive, and welcoming environment at all events, virtual and in-person, in which participants and staff are treated with respect and free from any form of harassment or other discrimination.

All participants at events, including but not limited to, attendees, speakers, exhibitors, staff, volunteers, guests, and vendors (“participants”) are expected to abide by this IEC Event Code of Conduct (“code of conduct”). This code of conduct applies to all spaces and situations in which IEC event-related activities are being conducted, including any venue, hotel, meeting room, office location, website or internet platform where an IEC event-related activity (including social events) is held. This code of conduct also applies to activities being sponsored by organizations other than IEC but held in conjunction with IEC events. IEC reserves the right to modify or revise this code of conduct, or to adopt other policies related to the conduct of its events with which all participants are expected to comply, with or without notice.

**Participation in IEC events constitutes agreement to comply with this code of conduct and any related policies as a condition of attendance.**

### EXPECTED BEHAVIOR

- Conduct yourself in a professional manner, treating others with respect and courtesy;
- Recognize that IEC events are intended to create a safe place for the sharing of diverse thoughts, ideas, experiences, and perspectives;
- Communicate at all times without using derogatory or demeaning speech, engaging in personal attacks, harassment, or intimidation;
- Follow this code of conduct and other applicable rules and policies, including those related to health and safety, and those of the event venue and other sites at which event functions are being conducted; and
- Bring any unsafe, discriminatory, harassing, or aggressive behavior or speech to the attention of IEC event staff as soon as possible.

### UNACCEPTABLE BEHAVIOR

- Harassment or intimidation of any kind, including but not limited to, sexual harassment, offensive or physically threatening bodily and/or verbal contact, and intimidation or discrimination based on race/ethnicity, nationality, religion, age, gender, gender identity, sexual orientation, disability, or appearance. Sexual harassment includes sharing of inappropriate or suggestive images and any unwelcome sexual advances or attention whether physical, virtual, or verbal.
- Physical or verbal abuse, physical or online threatening or stalking of another event participant or event staff.
- Disruption of event sessions or functions, whether in-person or virtual.
- Failure to obey any rules or regulations of the event venue.

## **REPORTING AND INVESTIGATION OF UNACCEPTABLE BEHAVIOR**

Suspected violations of this code of conduct or other event policies should be reported to the event sponsor, event staff or any member of IEC management while on site or online at the event or as soon as possible.

All reports will be treated seriously and investigated promptly. At IEC's sole discretion, policy violations may result in removal from or denial of access to IEC-sponsored meetings, events, and activities without refund of any applicable registration fee or other costs to the participant.

## **CONSEQUENCES OF UNACCEPTABLE BEHAVIOR**

- IEC will not tolerate unacceptable behavior and reserves the right to take any action it deems necessary and appropriate in its sole discretion, including reprimand, removal from the event without prior notice or refund, and exclusion from future events.
- IEC reserves the right to work with a governmental authority in their investigation of any criminal complaint involving discrimination or harassment, physical and verbal, by participants at events.
- IEC reserves the right to communicate within appropriate channels of a participant's employer to report unacceptable behavior at events.

## **NO RETALIATION**

IEC has a zero-tolerance policy for any actual or attempted reprisals or retaliation against individuals who raise in good faith a concern that this code of conduct or other event policies have been violated, or who participate in the investigation of such a concern.