



ATSSA Virtual Event Code of Conduct

ATSSA is committed to providing a safe, productive, and welcoming environment for all meeting participants. To help ensure a positive environment, all participants, including but not limited to attendees, speakers, volunteers, exhibitors, ATSSA staff members, and service providers are expected to abide by this Virtual Event Code of Conduct. This policy applies to all virtual ATSSA events, including those sponsored by organizations other than ATSSA but held in conjunction with ATSSA, on public or private platforms.

ATSSA has zero tolerance for any form of discrimination or harassment, including but not limited to sexual harassment or racial discrimination by participants or our staff. If you experience harassment or hear of any incidents of unacceptable behavior, ATSSA asks that you inform the ATSSA Director of Human Resources, the president and CEO, the CFO and COO, the VP of Member Services, or the VP of Government Relations so that ATSSA 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, ATSSA staff member, service provider, or other meeting guest.
 - Examples of verbal abuse include, but are not limited to, derogatory 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 presentations, or threatening or stalking any attendee, speaker, volunteer, exhibitor, ATSSA staff member, service provider, or other meeting guest.
- Disruption of presentations during sessions, in the exhibit hall, or at other events organized by ATSSA throughout the virtual meeting. All participants must comply with the instructions of the moderator or instructor, as well as ATSSA virtual event staff.
- In accordance with ATSSA's Vendor Presentation Policy adopted by the Board of Directors in March 2017, presentations, postings, and messages should not contain promotional materials, special offers, job offers, product announcements, or solicitation for services. ATSSA reserves the right to remove such messages and potentially ban sources of those solicitations.
- ATSSA operates under a policy of strict compliance with federal and state antitrust laws. Violations of those laws can pose serious consequences for ATSSA and its officers, directors, staff, and members. Therefore, participants shall not engage in any conversations about prices, price fixing, quantity control, or any other topics that would be considered anti-competitive in nature under federal and state antitrust laws.

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