



AF&PA is committed to providing a harassment free conference experience for all attendees. As such, we expect all attendees to follow this Event Code of Conduct (“Code of Conduct”). Prohibited conduct includes, but is not limited to:

- Harassment based on race, gender, sexual orientation, disability or any other protected status, as provided by local, state or federal law;
- Sexual harassment including, but not limited to, inappropriate physical contact and unwelcomed verbal statements or nonverbal conduct;
- Abusive or disorderly conduct that has the purpose or effect of unreasonably interfering with another person’s ability to enjoy, participate or staff the event, including social activities related to the event; and
- Undue interruption of any event, speaker or session.

AF&PA has zero tolerance for any form of discrimination, harassment or disorderly conduct by participants at AF&PA events. If a person engages in conduct that violates this Code of Conduct, AF&PA will take appropriate action and reserves the right to take any action deemed necessary, including but not limited to, expulsion from the event without refund and/or restriction from attendance at future AF&PA events.

Event participants who experience, witness or become aware of inappropriate conduct that may violate this Code of Conduct should report such behavior immediately to the AF&PA President & CEO or senior AF&PA Staff Executive in charge of the event who will then gather all reasonably available facts. AF&PA’s President & CEO or the senior AF&PA Staff Executive in charge of the event, after consulting with the AF&PA Vice President, General Counsel & Corporate Secretary, shall determine whether a violation of the Code of Conduct has occurred and if so, will initiate an appropriate response.