

Event Code of Conduct For all Events

NeighborWorks America believes in the power of community. As such, we are committed to providing a safe and harassment-free experience for participants at all of our events. We encourage dialogue and the open exchange of ideas, lived experiences and perspectives. An environment that recognizes the inherent worth of every person and group is critical. While attending NeighborWorks America events, each participant is expected to refrain from harassment in any form, to cultivate an environment that respects, supports and values all attendees' various experiences, and to follow the event health and safety protocols. NeighborWorks America has established the following guidelines to ensure a successful event experience.

Participant Behavior

A. Follow the event Health and Safety Protocols for in-person event attendees

B. Expected behavior

- Be kind, considerate, respectful and collaborative.
- Listen thoroughly and engage in respectful dialogue in both large and breakout group sessions.
- Refrain from demeaning, discriminatory or harassing behavior and speech.
- Comply with local, state and federal laws.
- Speak up if you observe anything that conflicts with this Code of Conduct. If you are being harassed or feel uncomfortable, if you notice that someone else is being harassed or if you have any other concerns, you are expected to make a report. You can make a report to: nti@nw.org
- Be cognizant of the fact that an event registration and course enrollment is authorized for individual utilization by the person whose name is listed as the event/course registrant and may not be exchanged or substituted unless approved in writing by NeighborWorks America training staff. For virtual events, the forwarding of session links to others not registered for the event may result in your access to the event being terminated without a refund.

C. Unacceptable Behavior

Unacceptable behavior from any community member will not be tolerated. Unacceptable behavior includes, but is not limited to:

- Attacking others. The discussions and comments are meant to stimulate conversation, not to create contention. Let others have their say, just as you may.
- Solicitation activities such as introducing oneself in person or digitally for the purpose of selling products/services or handing out promotional materials during events.
- Harassment in any form — including harassment based on gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion or any other status. Harassment includes the use of abusive, offensive or degrading language, intimidation, stalking, harassing photography or recording, sexual imagery and unwelcome sexual advances or requests for sexual favors.

D. Handling unacceptable behavior

Anyone asked to stop unacceptable behavior is expected to comply immediately. If a participant engages in harassment or other unacceptable behavior, NeighborWorks America may take any action it deems appropriate — including issuing a warning, muting (for virtual events), notifying participant's employer, and expelling the participant from the event with no refund.