



CODE OF CONDUCT

Waterfront Alliance is committed to creating an environment for all members of its community—including but not limited to event registrants, staff, speakers, vendors, and volunteers—that is free from harassment, discrimination, and other inappropriate conduct.

This Code of Conduct is established to promote safety and respect in all our activities. We expect all participants at Waterfront Alliance events to abide by this policy in all venues, including ancillary events and unofficial social gatherings:

- Exercise consideration and respect in your speech and actions;
- Refrain from demeaning, discriminatory, and/or harassing behavior and speech;
- Be mindful of your surroundings and of your fellow participants; and
- Alert conference leadership if you notice a dangerous situation, someone in distress, or violations of this policy, even if they seem minor.

The following behaviors **do not** belong at the Waterfront Conference:

- Sexual harassment of any kind, including unwelcome sexual attention and inappropriate physical contact;
- Harassment that discriminates against a specific group of people based on age, race, gender, ethnicity, national origin, religion, language, sexual orientation, gender identity or gender expression, citizenship status, disability, health conditions, socioeconomic status, marital status, domestic status, and/or parental status or any other protected class as defined by state and federal law (hereafter, simply harassment);
- Abuse of power (including abuses related to position, wealth, race or gender).

Contact us to report an incident

If while at a Waterfront Alliance event, you have been involved in or have witnessed an incident that violates the Code of Conduct, please report it in writing to Waterfront Alliance's COO Kate McLetchie-Sheldon at kmcletchie@waterfrontalliance.org. Reports will be treated as confidential. Share as much information as you can to help Waterfront Alliance make a thorough investigation of the incident.

Waterfront Alliance's commitment

Waterfront Alliance will investigate all incidents reported with discretion and confidentiality. Waterfront Alliance reserves the right to remove any person who violates our Code of Conduct from the event (should the incident be reported during the event) and/or to bar any person from attending future events.



Your agreement

Your attendance at or participation with any Waterfront Alliance event, conference, workshop venue or Waterfront Alliance-hosted or affiliated event, or your participation as part of any online event means you agree to this Community Code of Conduct.