



New England Water Environment Association, Inc.
10 Tower Office Park, Suite 601, Woburn, MA 01801-2155
Tel 781-939-0908 | Fax 781-939-0907 | www.newea.org | mail@newea.org

NEWEA Code of Conduct

1. Purpose

NEWEA is committed to providing a friendly, safe, and welcoming environment for all, regardless of gender, sexual orientation, disability, ethnicity, or religion. This code of conduct outlines our expectations for participant behavior as well as the consequences for unacceptable behavior.

We invite all sponsors, volunteers, speakers, attendees, exhibitors, and other participants to help us realize a safe and positive conference experience for everyone.

All determinations of appropriate or inappropriate behavior are in NEWEA's sole discretion and the decision of NEWEA's representatives will be final.

2. Expected Behavior

The following behaviors are expected and requested of all conference attendees, including:

- Exercise consideration and respect in your speech and actions.
- Refrain from demeaning, discriminatory, or harassing behavior and speech.
- Be mindful of your surroundings and of your fellow participants. Alert NEWEA staff if you notice a dangerous situation, someone in distress, or violations of this Code of Conduct, even if they seem inconsequential.

3. Unacceptable Behavior

The following behaviors are considered harassment and are unacceptable at NEWEA related events.

- Violence, threats of violence, or violent language directed against another person.
- Sexist, racist, homophobic, transphobic, ableist, or otherwise discriminatory jokes and language.
- Posting or displaying sexually explicit or violent material.
- Personal insults, particularly those related to gender, sexual orientation, race, religion, or disability.
- Inappropriate photography or recording.
- Inappropriate physical contact or unwelcome sexual attention, including sexualized comments or jokes, inappropriate touching, groping, or unwelcome sexual advances.
- Deliberate intimidation, stalking, or following (on-line or in person).
- Advocating for or encouraging any of the above behavior.
- Sustained disruption of conference events, including talks and presentations.
- Failing to follow or obey any laws or rules of the venue.



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NEWEA Code of Conduct *Continued*

4. Consequences of Unacceptable Behavior

Unacceptable behavior will not be tolerated whether by other attendees, speakers, volunteers, organizers, venue staff, sponsors, or exhibitors. Anyone asked to stop unacceptable behavior is expected to comply immediately.

5. Reporting Guidelines

If a participant engages in unacceptable behavior, NEWEA staff may take any action they deem appropriate, up to and including expulsion from the conference without warning or refund.

If you are subject to or witness unacceptable behavior, or have any other concerns, please notify a NEWEA staff member or a member of NEWEA's board of directors, as soon as possible.

6. Scope

We expect all conference participants (attendees and speakers, paid or otherwise; sponsors and exhibitors; and other guests) to abide by this Code of Conduct in all NEWEA events in-person and on-line

This code of conduct and its related procedures also applies to unacceptable behavior occurring outside the scope of conference activities when such behavior has the potential to adversely affect the safety and well-being of community members.