

## Code of Conduct

NAEA is committed to providing a safe, productive, and welcoming environment for all meeting participants and NAEA staff. All participants, including, but not limited to, attendees, speakers, volunteers, exhibitors, NAEA staff members, service providers, and all others are expected to abide by this Code of Conduct. This Policy applies to all NAEA meeting-related events, including those sponsored by organizations other than NAEA but held in conjunction with NAEA events, on public or private platforms.

NAEA has zero-tolerance for any form of discrimination or harassment, including but not limited to sexual harassment by participants or our staff at our meetings. If you experience harassment or hear of any incidents of unacceptable behavior, NAEA asks that you inform [education@naea.org](mailto:education@naea.org) so that we can take the appropriate action.

### EXPECTED BEHAVIOR

**The NAEA expects that community members will:**

- Be considerate and respectful to all community members.
- Refrain from demeaning, discriminatory, or harassing behavior, materials, and speech.
- Speak up if they observe anything at an event that conflicts with this Code of Conduct. If you are being harassed or feel uncomfortable, notice that someone else is being harassed, or have any other concerns, please contact a member of the NAEA event staff immediately.

### UNACCEPTABLE BEHAVIOR

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

- Harassment, intimidation, or discrimination in any form.
- Verbal abuse of any attendee, speaker, volunteer, exhibitor, NAEA staff member, service provider, or other meeting guests.
  - Examples of verbal abuse include, but are not limited to, verbal comments related to gender, sexual orientation, disability, physical



> National Association  
of Enrolled Agents

- appearance, body size, race, religion, national origin, inappropriate use of nudity and/or sexual images in public spaces or in presentations, or threatening or stalking any attendee, speaker, volunteer, exhibitor, NAEA staff member, service provider, or other meeting guests.
- Disruption of presentations during sessions, in the exhibit hall, or at other events organized by NAEA throughout the meeting. All participants must comply with the instructions of the moderator and any NAEA event staff.
- Presentations, postings, and messages should not contain promotional materials, special offers, job offers, product announcements, or solicitation for services. NAEA reserves the right to remove such messages and potentially ban sources of those solicitations.
- Failure to obey any rules or regulations of the event venue.

## CONSEQUENCES OF UNACCEPTABLE BEHAVIOR

**Unacceptable behavior will not be tolerated. Anyone asked to stop unacceptable behavior is expected to comply immediately. If a Participant engages in unacceptable behavior, the NAEA may take any action it deems appropriate, including warning or expelling the offender from the event with no refund. For more egregious behavior, the NAEA may, in its reasonable discretion, temporarily ban or permanently expel a Participant from the community.**