

## **Carson Group Event Safety & Security Code of Conduct**

*Carson Group requires all attendees, speakers, sponsors and volunteers at Carson Group hosted events, either live or virtual, to agree to the following Code of Conduct. Carson Group Organizers will enforce this code throughout each event. We expect cooperation from all participants to help ensure a safe and secure event environment.*

### **Code of Conduct**

Carson Group is dedicated to providing a safe, comfortable, and harassment-free event experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, race, ethnicity, religion or business choices. We expect all attendees, speakers, sponsors, guests and staff to treat each other with kindness and respect. Demeaning others in any way, whether it be in words, action or through imagery, is not acceptable. We do not tolerate harassment of participants in any form. We expect participants to follow these Code of Conduct rules at conferences, virtual events, workshop venues, and all Carson Group sponsored social events.

Harassment includes, but is not limited to, offensive verbal comments, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and/or unwelcome sexual attention.

If anyone violates these expectations, we reserve the right to take any action we deem appropriate to ensure a harassment-free environment. Participants violating these rules may be sanctioned or expelled from events *without a refund* at the discretion of Carson Group.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of Carson Group staff immediately. Carson Group will be happy to help participants contact hotel/venue security or local law enforcement, or otherwise assist those experiencing harassment to feel safe for the duration of the event. We value your attendance and want to help you feel safe.

### **Your Safety Is Important to Us**

- **If you feel you are in immediate danger at a Carson Group Event, call 911.**
- If you would like to report a non-emergency issue to Carson Group, please click [here](#). Carson Group management will be notified immediately and reported issues will be addressed with urgency as appropriate.
- For immediate assistance in an on-site emergency, approach a Carson Group team member.