



SER WOCN® CODE OF CONDUCT

SER WOCN® is committed to providing a professional, educational, safe, supportive, and welcoming environment for all meeting participants and SER WOCN® staff. All participants, including, but not limited to, attendees, speakers, volunteers, exhibitors, SER WOCN® staff members, service providers, and all others are expected to abide by this Code of Conduct. This Code of Conduct applies to all SER WOCN® meeting-related events in public or private locations.

SER WOCN® has zero-tolerance for any form of discrimination or harassment. If you experience harassment or hear of any incidents of unacceptable behavior, SER WOCN® asks that you immediately inform Bryan Duttman, Director of Conference Planning at btduddman@gmail.com.

Unacceptable behavior is defined as:

- Harassment (including sexual harassment), bullying, or discrimination in any form will not be tolerated including, deliberate intimidation, stalking, or following; harassing photography or recording; sustained disruption of talks or other events; inappropriate physical contact; unwelcome sexual attention; or advocating for, or encouraging, any of the above behavior.
- Physical or verbal abuse or harassment of any attendee, speaker, volunteer, exhibitor, SER WOCN® staff member, service provider, or other meeting guest, also will not be tolerated.
 - Examples of unacceptable behavior include, but are not limited to, offensive verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, or socioeconomic class; inappropriate use of nudity and/or sexual images in public spaces or in presentations; or threatening or stalking any attendee, speaker, volunteer, exhibitor, SER WOCN® staff member, service provider, or other meeting guest.

In addition, all participants are expected to adhere to the following rules:

- The recording or transmissions of any education sessions, presentations, demos, videos, or content in any format is strictly prohibited.
- Disruption of presentations during sessions, or at other events organized by SER WOCN® throughout the meeting is strictly prohibited. All participants must comply with the instructions of the moderator and any SER WOCN® event staff.
- All participants in SER WOCN® events and other activities, including virtual events, are expected to treat other participants with professionalism and respect.

SER WOCN® staff reserves the right to take any action deemed necessary and appropriate, including immediate removal from the meeting without warning or refund, in response to any incident of unacceptable behavior, and SER WOCN® staff reserves the right to prohibit attendance at any future meeting, virtually or in-person.

SER WOCN® HEALTH & SAFETY WAIVER & ASSUMPTION OF RISK

By attending this Event, you and your guests voluntarily assume all risks related to exposure to COVID-19 and all other risks from participating in the Event, and you (and they) hereby release WOCN and its representatives from any responsibility or liability for any illness, disability, or injury (including death) or other damages you may sustain, whether due to COVID-19 or any other cause in connection with participating in the Event.