



## Event Code of Conduct

The Wyoming Association of Broadcasters (WAB) is dedicated to providing a safe, comfortable, and enjoyable experience for everyone who participates in events organized or hosted by the WAB. We are committed to creating experiences that are diverse, inclusive, safe, and free from discrimination, regardless of race, religion, color, national origin, sexual orientation, gender expression or identity, transgender status, age, disability, veteran or marital status, or any other classification protected by law. Our community will convene in both physical and virtual spaces. This Event Code of Conduct applies within any WAB event space or platform. All attendees of WAB events, including participants, delegates, attendees, speakers, staff, organizers, and volunteers (hereafter referred to as "Participants") must treat one another with respect and abide by this Code.

### To make clear what is expected, all Participants must:

1. Treat others at the event with courtesy and respect. 2. Act professionally, with behavior and communication that is appropriate for a professional setting, and for people of different backgrounds, experiences, and beliefs. 3. Refrain from demeaning, discriminatory, or harassing behavior and speech (both verbal and written). 4. Follow local law.

### Unacceptable behaviors may include but are not limited to:

1. Harassment, bullying, and discrimination, including any verbal, physical, or visual conduct. 2. Sustained disruption of the event. 3. Any inappropriate, unwelcome, lewd or offensive behavior or language, including explicit or offensive language or conduct, profanity, obscene gestures, or racial, religious or ethnic slurs. 4. Being overly intoxicated, as determined by the WAB. 5. Any other illegal, unprofessional or otherwise inappropriate activity. 6. Failure to follow any rules or regulations of the event or instructions of the event staff (including staff of host venues). Simply put, Participants must be kind to one another in participating in and interacting at all WAB events. We want everyone attending our events and engaging through our forums to have an enjoyable and fulfilling experience.

The WAB and WAB Board will enforce this Code, and unacceptable behavior will not be tolerated. Participants who are asked to stop unacceptable behavior are expected to comply immediately. If Participants engage in unacceptable behavior, the event organizers may take any action they deem appropriate, including asking the Participant(s) to leave the event without warning or refund and, if appropriate, involving local law enforcement. **Breaches of this Code of Conduct can also result in being prohibited from participating in future events.**

**If you experience unacceptable behavior, notice that someone else is being treated inappropriately or in violation of this Code, or have any other concerns, please contact a member of the WAB immediately.** There will also be a registration desk at most events where you can find someone from the WAB or member of the WAB Board. Online events and forums will have a posted email address monitored by event organizers to which you can send reports. Participants may also submit a report of any violation of this Code, the WAB Code of Conduct to [lauragrott@gmail.com](mailto:lauragrott@gmail.com)