



CODE OF CONDUCT – TIA EVENTS

All TIA events are dedicated to providing a positive experience for everyone present, one that promotes business growth and learning, and that is enjoyable and conducive to supporting and helping one another. All participants and attendees are required to commit to a zero-tolerance policy of no harassment, bullying, verbal or other abuse, or discrimination including but not limited to on the basis of age, race gender, sexual orientation, disability, physical appearance, ethnicity, national origin, or religion, directed toward anyone present at the event venue including attendees, exhibitors, association staff, hotel staff, contractors, or bystanders. We do not tolerate sexually explicit language and imagery, revealing or inappropriate attire, defined at the sole discretion of TIA, at any conference venue, including talks, workshops, presentations, aggressive behavior, nor any verbal or physical confrontations.

Anyone observing a conference participant violating any of these rules must report such violation to TIA staff without delay and the violator(s) may be either warned to cease immediately or more stringent sanctions may be taken including expulsion from the conference premises *without a refund*, or depending on severity, being reported to venue security and law enforcement, at the sole discretion of the conference organizers. By registering yourself or any others to any TIA event you agree to this code of conduct and warrant the agreement of all persons that you may register.