



## **National Leadership Conference Permissions and Code of Conduct**

Thank you for participating in the American Student Dental Association's (ASDA) National Leadership Conference (NLC). NLC offers many opportunities for ASDA members to connect with one another as well as to gain valuable insight and leadership training. By participating in the meeting, you agree to follow the guidelines laid out on this document.

The following ASDA Event Code of Conduct applies to ASDA members, ASDA contractors, and non-members of ASDA (each an "ASDA Participant") at this ASDA-sponsored function (the "ASDA Event"). This ASDA Event Code of Conduct provides general guidelines and examples which are representative of both professional and unacceptable behavior; however, such professional and unacceptable behavior is not limited to these examples.

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### **Professional Behavior**

Expected professional behavior of attendees includes:

- Treating meeting attendees, speakers, sponsors and staff with respect and consideration.
- Communicating clearly and thoughtfully while being mindful of views and opinions different from your own.
- Contributing respectful, productive critiques.
- Refraining from photographing, video or audio recording any part of NLC without prior written permission from ASDA.

### **Unacceptable Behavior**

Unacceptable behavior will not be tolerated during any portion of NLC including, but not limited to, educational sessions, business meetings and any networking events during the meeting. Unacceptable behaviors of attendees include, but are not limited to, the following:

- Intimidating, harassing, abusive, discriminatory, derogatory, indecent or demeaning speech or actions by any attendee.
- Harmful or prejudicial macro or microaggressions, verbal, or written comments or visual images that are offensive and unwelcome related to gender, sexual orientation, race, religion, disability or other personal characteristics including epithets, slurs, and negative stereotyping.
- Verbal or nonverbal harassment including distribution, display, or discussion of any written or graphic material that ridicules, denigrates, insults, belittles, or shows hostility, aversion, or disrespect toward an individual or group because of age, gender, race, socioeconomic status and socioeconomic origins, ethnicity, national origin, religion, LGBTQ+ status, disability, health conditions, political affiliation, marital status, domestic status, parental status, or any other applicable basis proscribed by law.
- Inappropriate action, harm, disturbance, disruption, or otherwise interference with the ASDA Event or the ASDA Event venue(s).
- Real or implied threat of personal/physical, professional or financial damage or harm.
- Any illegal conduct or any conduct which ASDA determines reflects negatively on or harms the reputation or business interests of ASDA, the ASDA Event and other ASDA Participants.

- Misrepresentation of identity in order to gain access to sessions, exhibit hall or events, such as use of another attendee's badge or use of name badge from prior ASDA Event.

### **Photography and Recording Release**

By registering, attending and/or participating in NLC, you consent to and grant to ASDA, the unrestricted, perpetual, worldwide, royalty-free and transferable right and license to use and to distribute (both now and in the future) your image and/or voice in photographs, videotapes, electronic reproductions, and audiotapes (both live and on demand) of NLC.

### **Damage to Venue, Facility, and/or Property**

Should any attendee cause damage to any venue or facility used in conjunction with the Event and/or cause damage to or loss of any property used in conjunction with the Event, such attendee shall be solely responsible for the cost of repair and/or replacement of such venue, facility or property; the American Student Dental Association will not be responsible for such costs.

### **Health and Safety Protocols**

An inherent risk of exposure to infectious diseases exists in any public place where people are present. As such, participants attending the National Leadership Conference may be exposing themselves to and/or increasing their risk of contracting or spreading an infectious disease.

Participants agree to abide by any health and safety protocols and preventative measures (collectively "Protocols") put in place by ASDA, the conference hotel and/or meeting venue, their respective employees, agents, contractors, and volunteers at any time prior to and during the National Leadership Conference. Participants acknowledge that their personal failure to follow these Protocols may result in being removed from the National Leadership Conference and all related activities.

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### **Reporting Violations of this Code of Conduct**

If you have a complaint or concern about harassment, discrimination, bullying or any other conduct which may violate this Code of Conduct, we encourage you to notify a member of the ASDA staff, security personnel or facility security personnel immediately. You may also notify us via email at [meetings@asdanet.org](mailto:meetings@asdanet.org). You may request that your report remain confidential and only be shared with those on a "need to know" basis.

Please remember that notifying ASDA staff or security does not constitute or replace notification to local law enforcement. This document does not replace rules posted by conference facility, official conference hotels or any rules that are part of ASDA's contracts with its vendors, exhibitors and/or sponsors.

### **Violation of Code of Conduct**

You acknowledge that any violation of the Code of Conduct may result in ASDA issuing you a warning, removing you from the event and restricting you from attending future ASDA events.

Regardless of who makes the request or reports a violation of this ASDA Code of Conduct, ASDA may take any action it deems necessary and appropriate against any ASDA Participant who engages in behavior which does not adhere with this ASDA Code of Conduct. Such actions include, but shall not be limited to, the ASDA Participant's immediate expulsion from the event and without a refund of their registration fee, and the disqualification of the ASDA Participant from participating in future events and any other ASDA activity. Further, if the ASDA Participant who violates this ASDA Code of Conduct is also an ASDA member, such ASDA Participant may also be subject to the disciplinary actions set forth in the ASDA Bylaws.