

Statement of Appropriate Conduct/Community Guidelines

The National Apartment Association holds professional conferences and meetings to enable its members to receive continuing education, build professional networks, and discover new products and services for professional use. To provide all participants – members and other attendees, speakers, exhibitors, staff and volunteers – the opportunity to benefit from the event, the National Apartment Association is committed to providing a harassment-free environment for everyone, regardless of gender, sexual orientation, gender identity, gender expression, disability, physical appearance, ethnicity, religion or other group identity.

NAA seeks to provide a conference environment in which diverse participants may learn, network and enjoy the company of colleagues in an environment of mutual human respect. *We recognize a shared responsibility to create and hold that environment for the benefit of all.* **Some behaviors are, therefore, specifically prohibited:**

- Harassment or intimidation based on race, religion, language, gender, sexual orientation, gender identity, gender expression, disability, appearance, or other group status.
- Sexual harassment or intimidation, including unwelcome sexual attention, stalking (physical or virtual), or unsolicited physical contact.
- Yelling at or threatening speakers, staff or volunteers (verbally or physically).

Speakers are asked to frame discussions as openly and inclusively as possible and to be aware of how language or images may be perceived by others. Participants may – and do – exercise the “law of two feet.” Exhibitors must follow all NAA Exhibits rules and regulations and NAA policies.

All participants are expected to observe these rules and behaviors in all conference venues, including online venues, and conference social events. Participants asked to stop a hostile or harassing behavior are expected to comply immediately. Conference participants seek to learn, network and have fun. Please do so responsibly and with respect for the right of others to do likewise.

All participants are expected to adhere to safety protocols and guidelines set in place by the National Apartment Association and Pennsylvania Convention Center. These protocols include those specific to COVID-19 as well as standard safety regulations.

Please contact Show Management at the Conference if you believe you have been harassed or that a harassment problem exists. All such reports will be directed immediately to the Vice President of Meetings & Exhibitions who will determine and carry out the appropriate course of action, and who may consult with and engage other NAA staff, leaders and legal counsel as appropriate. Event security and/or local law enforcement may be involved, as appropriate based on the specific circumstances. A follow-up report will be made to individuals who report being harassed.

Report incidents of any sort to Conference Management at meetings@naahq.org