



National Portable Storage Association

Code of Conduct at NPSA-Organized Events

1/16/19 Version

The NPSA is committed to creating a welcoming environment for participants at organized events. We expect our events to be a respectful, harassment-free setting for all people regardless of race, religion and religious creed, age, sex, sexual orientation, gender, gender identity or expression, national origin or ancestry, physical and mental limitations, socioeconomic status or other legally protected class. The NPSA values the diversity of views, opinions, backgrounds, and experiences reflected among all attendees.

All participants, including speakers, staff, attendees, and volunteers, at NPSA events are required to adhere to this policy. Accordingly, participants are expected to use good judgement, show respect for all participants and be considerate of the multitude of views and opinions that are different than your own, follow the rules and policies of the venue, request and obtain permission from speakers before recording or taking photographs during their presentation, and turn off all ringers or otherwise disrupting devices during oral and presenter sessions.

Prohibited Behavior—Harassment, Aggression, and Intimidation

Behaviors that violate this policy include, but are not limited to:

- Discrimination or other unlawful behavior related to any protected class listed above.
- Harassment, including deliberate intimidation, offensive verbal, written (including via text or social media) or physical conduct designed to threaten, intimidate, humiliate or coerce another participant.
- Unwelcome sexual attention, including but not limited to sexualized comments or jokes, displaying sexually explicit material, inappropriate touching, groping, or sexual advances.
- Physical or verbal abuse or intimidation of any participant.
- Stalking, unwelcome or surreptitious photography or recording.
- Sustained or disrespectful disruption of presentations or events.

If you see a situation in which someone might be in imminent physical danger, call 911 and event security. Promptly report any such incidents and any behavior that makes you or others feel uncomfortable or you believe may violate this Code to the nearest NPSA representative. NPSA representatives can be reached in person at events as well as (816) 960-6552 and info@npsa.org.

The NPSA expects strict adherence to this Code of Conduct and takes any violation of this policy very seriously. Accordingly, attendees who violate this policy may, in the judgment and discretion of the NPSA, be asked to cease any behavior in violation of this Code; may be expelled from a NPSA event, without refund, if applicable; or may be prevented from attending future NPSA events.

With any complaint of harassment, discrimination or other behavior in violation of this Code, in conducting its investigation of the complaint, the NPSA will attempt to conduct the investigation in a confidential manner, subject to disclosures required to conduct a thorough investigation or in accordance with other business needs.