

## Events Code of Conduct for The Humane Society of the United States

**HSUS is committed to creating a safe, productive, and harassment-free environment for all. We expect all attendees to conduct themselves in a manner characterized by professionalism, courtesy, and respect.**

All attendees (including but not limited to guests, speakers, sponsors, exhibitors, volunteers, and HSUS staff) at HSUS events are required to follow this Code of Conduct.

The following behaviors are prohibited at HSUS events:

- Illegal or disruptive behavior that interferes with the conduct of reasonable business or any other attendee's safety or comfort at the event.
- Behavior that impedes or prevents accessibility services or requests.
- Personal attacks and/or offensive verbal or written comments.
- Physical or verbal abuse.
- Bullying, stalking, intimidation, or threatening behavior.
- Inappropriate physical contact, sexual attention or sexual advances, requests for sexual favors, or unwelcome sexual banter.
- Discrimination or derogatory communication based on age, disability, race, ethnicity, gender, religion, sexual orientation, familial status, or any other basis protected by federal, state, or local laws.

Attendees who are asked to stop or amend such behavior are expected to comply immediately.

HSUS reserves the right to refuse entry to or remove any party from the event at any time. All determinations are at the sole discretion of HSUS, and the decision of the leading HSUS representative will be final. Severe breaches of this Code of Conduct may result in disqualification from participating in future events and/or notification of law enforcement.

If you have questions about this Code of Conduct or witness or are subject to inappropriate behavior, you may notify an HSUS staff member or email [events@humanesociety.org](mailto:events@humanesociety.org). If you witness or are subject to behavior that constitutes an immediate or serious threat to public safety or a criminal act, please call 911 immediately.

**Your attendance at or participation with any HSUS event means you agree to this Code of Conduct. Together, we can make the animal welfare movement a more inclusive space by respecting everyone. We value your assistance in creating a safe and welcoming environment.**

**Last updated: October 15, 2018**