



2020 MEALS ON WHEELS VIRTUAL CONFERENCE AND EXPO TERMS & CONDITIONS

IMAGE DISCLAIMER

Attendees of the 2020 Meals on Wheels Virtual Conference and Expo (the “Event”) understand that videos and/or photos may be taken during the virtual event and their image/photographic likeness/voice may appear in recorded offerings. By attending, you hereby agree and give permission to Meals on Wheels America to make, record, and otherwise create videos, recordings, photographs and/or related media (“Media”) containing your name, image, likeness and/or voice and that you consent to the use by Meals on Wheels America of such Media for publicity, promotion or other general information purposes.

DATA USE

In addition to using our contact information to communicate with you directly about our Event, you agree that we may use your information to offer goods and services we believe will be of value to you and other Members on behalf of Meals on Wheels America and/or our 2020 Sponsors. You also agree that we may also create and use aggregate information that is not personally identifiable to understand more about the common profiles and interests of our Event attendees. Please consult our [Privacy Policy](#) for additional information.

CODE OF CONDUCT

The Meals on Wheels Virtual Conference and Expo (“Event”) aims to be inclusive to the largest number of participants and contributors, with the most varied and diverse backgrounds possible. As such, we are committed to providing a friendly, safe and welcoming environment for all, regardless of gender, race, ethnicity, sexual orientation, religion, ability, or other personal characteristics.

This Code of Conduct outlines our expectations for all those who participate in the Event well as the consequences for unacceptable behavior. We expect all participants to create safe and positive experiences for everyone.

“Attendee” in this Code of Conduct refers to anyone present at the Event, including staff, contractors, vendors, sponsors, exhibitors, presenters, Members and all other Event participants.

Expected Behavior

We expect all Attendees to abide by this Code of Conduct in all Event interactions online.

Unacceptable Behavior

Unacceptable behaviors include, but are not limited to, actions related to the use, making, undertaking or provision of:

- inappropriate marketing of commercial offerings or self-promotion;

- intimidating, harassing, abusive, discriminatory, derogatory or demeaning speech or actions by any Attendee, at the Event or any activities related to the Event and in one-on-one communications, including online communications, carried out in the context the Event;
- harmful or prejudicial verbal or written comments or visual images related to gender, sexual orientation, race, religion, disability, age, appearance, or any other personal characteristic;
- nudity, sexual images, or stereotyped images online (including presentation slides);
- deliberate intimidation, stalking or following any other Attendee online;
- harassing photography or recording;
- sustained disruption of talks or other events;
- unwelcome and uninvited attention or contact online;
- real or implied threat of physical harm; or,
- real or implied threat of professional or financial damage or harm.

Be careful in the words that you choose. Harassment committed in a joking manner still constitutes unacceptable behavior. Remember that sexist, racist, and other exclusionary jokes can be offensive to those around you. Swearing and offensive jokes are not appropriate.

Retaliation against an Attendee for reporting unacceptable behavior is a violation of the Code of Conduct.

Falsely reporting unacceptable behavior is a violation of the Code of Conduct.

Consequences of Unacceptable Behavior

Unacceptable behavior from any Attendee, including sponsors, exhibitors, staff, contractors, vendors, and anyone with decision making authority, will not be tolerated.

If an Attendee engages in unacceptable behavior, Meals on Wheels America reserves the right to take any action deemed appropriate, including but not limited to banning such Attendee from the Event up to terminating Membership in the Association. Meals on Wheels America reserves the right to remove an Attendee from the Event platform without warning, to prohibit an individual from attendance at future Meals on Wheels America in-person or virtual events, and to notify the individual's employer of the action taken.

If You Are Subject to or Witness Unacceptable Behavior

If you are being subjected to, or notice that someone else is being subjected to, behavior that violates this Code of Conduct, please contact Jenny Young, Meals on Wheels America Vice President of Communications, at jenny@mealsonwheelsamerica.org.

All complaints will be treated seriously and responded to promptly.

All reports are kept confidential to the extent possible.

Addressing Grievances

If you feel you have been falsely or unfairly accused of violating this Code of Conduct you should notify Meals on Wheels America with a concise description of your grievance.