



National Council of  
State Housing Agencies

## NCSHA's Events Code of Conduct

*Last Updated: April 29, 2020*

The National Council of State Housing Finance Agencies (NCSHA) is committed to providing a professional environment at all of our events, welcoming people from as many diverse backgrounds as possible. We expect our events to be a respectful, harassment-free environment for all people regardless of race, ethnicity, gender, gender identity or expression, sexual orientation, physical ability, nationality, age, socioeconomic status, and belief. NCSHA values the diversity of views, expertise, opinions, backgrounds, and experiences reflected among all attendees.

In pursuit of those goals, which are applicable at virtual and in-person events, speakers, staff, attendees, and volunteers at NCSHA events are expected to abide by the following code of conduct:

### **Expected behavior**

- Treat everyone with respect and consideration.
- Communicate openly and thoughtfully with others, and be considerate of the multitude of views and opinions that are different than your own.
- Be respectful in discussing and debating ideas.
- Follow the rules and policies of the venue.
- Be mindful of others around you to ensure a great experience for your fellow participants.
- Report inappropriate behavior to NCSHA staff.
- Adhere to the instructions provided by speakers and NCSHA staff regarding technology and communications. (For example, please mute your line when you are not speaking.)

### **Unacceptable behavior**

- Harassment and intimidation, including any verbal, written (including via texts or on social media), or physical conduct designed to threaten, intimidate, humiliate, or coerce another participant.
- Discrimination or other actions based on race, ethnicity, gender, gender identity or expression, sexual orientation, physical ability, nationality, age, socioeconomic status, or belief.

- Stalking or unwelcome or surreptitious photography or recording.
  - **Please note:** NCSHA's Photography and Recording Policy applies to virtual and in-person meetings, and is as follows: **Recording (audio or video) in sessions and events by non-NCSHA staff is not permitted.** Registration and attendance at or participation in NCSHA meetings and other activities constitutes an agreement by the registrant to NCSHA's use and distribution (both now and in the future) of the registrant's image in photographs, which includes screenshots, or video recordings.
- Physical, verbal, or written abuse or intimidation of any participant.
- Sustained or disrespectful disruption of presentations or events.
- Unwelcome sexual attention, including but not limited to sexualized comments or jokes, displaying sexually explicit material, inappropriate touching, groping, or sexual advances.

## Consequences

- Anyone requested to stop unacceptable behavior is expected to comply immediately.
- NCSHA officials may take any action deemed necessary and appropriate, including immediate removal from the conference.
- Severe breaches of this Conference Code of Conduct may result in disqualification from participating in future events.
- Individuals expelled due to violating this Conference Code of Conduct will not be eligible for a refund or other consolation.

## Reporting unacceptable behavior

If you are the subject of unacceptable behavior or have witnessed any such behavior during conference events, please contact **Lisa Bowman**, NCSHA Director of Marketing and Communications (202-624-7718, [lb Bowman@ncsha.org](mailto:lb Bowman@ncsha.org))

For any questions about this policy, please contact **Lisa Bowman**, NCSHA Director of Marketing and Communications (202-624-7718, [lb Bowman@ncsha.org](mailto:lb Bowman@ncsha.org))