



National Council of
State Housing Agencies

NCSHA's Events Code of Conduct

Last Updated: August 8, 2025

The National Council of State Housing Agencies (NCSHA) is committed to providing a professional environment at all 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, color, religion, ethnicity, gender, gender identity or expression, sexual orientation, disability, national origin, age, socioeconomic status, marital status, military status, or any other characteristic protected by applicable law. 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 must abide by the following Events 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

Violations of this Events Code of Conduct for which disciplinary action may be taken include, but are not limited to, commission of any of the following in connection with NCSHA's activities or operations:

- Harassment, meaning unwelcomed or offensive verbal comments, written (including via texts or on social media) or visual comments, or unwelcomed or offensive physical touch or conduct, including conduct designed to threaten, intimidate, humiliate, or coerce another participant.

- Discriminatory conduct based on race, color, religion, ethnicity, gender, gender identity or expression, sexual orientation, disability, national origin, age, socioeconomic status, marital status, military status, or any other characteristic protected by applicable law.
- 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.
- Exhibiting behavior that is unruly, disruptive, or unprofessional, or that endangers the health or safety of yourself or others, including over-intoxication or overindulgence.

Consequences

NCSHA has a zero-tolerance policy regarding unacceptable behavior that is prohibited by this Events Code of Conduct.

Failure to adhere to this Events Code of Conduct may result in disciplinary action by NCSHA. Disciplinary action may take any of the following forms, as determined by NCSHA's Executive Committee: verbal warning; expulsion from the NCSHA Event without a refund or credit; bar from future NCSHA Events; removal from any leadership role in NCSHA; an individual's suspension or expulsion from participation in NCSHA on behalf of an organizational member; and/or notifying appropriate authorities, including law enforcement and/or the individual's employer, and/or in relation to NCSHA employees, disciplinary action up to and including termination of employment. NCSHA's decisions are final.

Individuals involved in a complaint may be asked to refrain from attending subsequent NCSHA events pending conclusion of the investigation into the complaint.

Your employer and the organizers of third-party activities may have their own separate conduct rules that outline required behavior and additional policies to which you may be subject. It is your responsibility to ensure that you are familiar with any separate requirements that may apply to you and to follow the more stringent requirements.

Reporting unacceptable behavior

Violations of this Events Code of Conduct are taken seriously. Anyone may report a suspected violation of this Events Code of Conduct. Upon receiving a complaint, NCSHA will offer the reporting party the option for their initial complaint to be reported to an individual of the same sex. NCSHA takes steps to prohibit retaliation for making good faith reports of suspected violations of the Events Code of Conduct or participating in the review of any such report.

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, lbowman@ncsha.org). If an NCSHA staff member is the subject of the complaint, or if you are not comfortable reporting a complaint to NCSHA staff, you are encouraged to bring your complaint to the then-current Chair of the [NCSHA Board of Directors](#).

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

If you or someone else is in immediate danger, or if you see something suspicious or would like to report a security issue or emergency, please contact venue security, local law enforcement, or emergency services.