



## **IAA Virtual Conference Code of Conduct Policy**

The Investment Adviser Association seeks to provide a welcoming, respectful, and productive experience for its in-person and virtual conference participants, regardless of gender, sexual orientation, disability, ethnicity, or religion. By registering for this conference, you agree to conduct yourself in a professional manner as outlined below.

### **Expected Behavior**

- Be considerate, respectful, and collaborative.
- Refrain from demeaning, discriminatory, or harassing speech and behavior.

### **Unacceptable Behavior**

Unacceptable behaviors include: intimidating, harassing, abusive, discriminatory, derogatory, or demeaning remarks or behavior. Harassment includes: offensive verbal comments related to gender, sexual orientation, race, religion, disability; inappropriate use of sexual images in public spaces; deliberate intimidation, stalking, or following; harassing photography or recording; sustained disruption of presentations or other events; inappropriate physical contact, and unwelcome sexual attention.

This policy extends to conference-related virtual social events and in conference-related online communities and social media.

### **Consequences of Unacceptable Behavior**

Unacceptable behavior will not be tolerated. Participants asked to stop such behavior are expected to comply immediately.

Participants in violation of the Code of Conduct may be expelled from the conference without a refund, and/or banned from future IAA events, at the sole discretion of the IAA.

Please bring any concerns to the immediate attention of the event staff, or contact Lisa Gillette, Director of Meetings and Events, at [lisa.gillette@investmentadviser.org](mailto:lisa.gillette@investmentadviser.org).

## **Prohibition on Use of Video, Audio, or Other Content**

Any use of any portion of the Investment Adviser Association's 2020 Leadership Week, including the use of any audio or video portion of the event, is strictly prohibited without the express written consent of the IAA. This includes, but is not limited to, any reproduction, rebroadcast, retransmission, or distribution of the event in any manner or form. In addition, no person may copy, recompile, or create derivative works of any portion of Leadership Week, and no portion of Leadership Week shall be used by any party, directly or indirectly, for any commercial use or benefit without express written consent of the IAA.

For further information, contact Lisa Gillette, Director of Meetings and Events, at [lisa.gillette@investmentadviser.org](mailto:lisa.gillette@investmentadviser.org).