



CODE OF CONDUCT

The Renal Healthcare Association Annual Conference is designed to increase engagement, collaboration, connectivity, and community, in a fun and safe educational environment. We value the participation of each member of the community and endeavor to deliver an enjoyable and fulfilling experience. Conference participants are expected to conduct themselves with integrity, courtesy, and respect for others and maintain the highest level of professionalism at all conference programs and events, whether officially sponsored by the organization or not. All attendees, speakers, organizers, volunteers, vendors, and staff at any Renal Healthcare Association event are required to observe the following Code of Conduct. It is agreed that if my registration was made by someone else, these rules and policies will still apply to me.

Renal Healthcare Association is dedicated to providing a harassment-free event experience for everyone, regardless of gender, sexual orientation, disability, physical appearance, body size, race, or religion. We do not tolerate harassment of event participants in any form. All communication should be appropriate for a professional audience including people of diverse backgrounds and cultures. Sexual language and imagery are not appropriate for the event.

Be kind to others. Do not insult or defame participants. Harassment in any form, sexist, racist, or exclusionary jokes are not condoned at Renal Healthcare Association events.

Harassment Policy

In participating, I acknowledge Renal Healthcare Association does not condone harassment at any events and agree that behavior such as the following will constitute grounds for actions against me:

- Abusive action directed at an individual, such as threats, intimidation, or bullying
- Racism, homophobia, or other behavior that discriminates against a group or class of people
- Sexual harassment of any kind, such as unwelcome sexual advances or words/actions of a sexual nature

Participants violating these rules may be asked to leave the conference at the sole discretion of Renal Healthcare Association. Thank you for helping to make this a welcoming event for all.

If you are involved in or witness any such incident, please inform the event organizers:

- In Person: Contact Renal Healthcare Association leaders and/or staff with ribbons on badges
- Email: admin@renalhealthcare.org
- Phone: 215.320.4655

Emergency Contacts

If you feel you are in danger, observe someone else or are yourself considering harm to yourself or someone else, or if it is after hours and you do not receive a response via one of the reporting mechanisms above, you should contact local law enforcement, hotel or event center security, local hotlines, or emergency services as appropriate. Renal Administrator Association officers and staff are not available at all hours and are not equipped or trained to respond to emergencies or situations involving violence or other physical altercations.

- Emergencies: 911
- National Domestic Violence Hotline: 800.799.7233
- National Suicide Prevention Lifeline: 800.273.8255
- Crisistextline.org: Text HOME to 741741