



## NAIFA Code of Conduct for Virtual Programs

To maintain the professionalism of NAIFA hosted virtual programming, all registrants, attendees and participants at all NAIFA virtual programs must comply with the terms of this NAIFA Code of Conduct for Virtual Programs, which requires adherence to the following rules:

1. All forms of discrimination, harassment and abuse are prohibited, including but not limited to discrimination, harassment or abuse that is based on or directed at another person's or group of people's race, gender, sexual orientation, religion, national origin, disability, age or any other basis protected by federal, state or local law, ordinance or regulation.
2. Prohibited conduct includes verbal, written or visual behavior that is offensive, hostile, threatening, derogatory or abusive, including but not limited to when communicated by comments, gestures, jokes, slurs or pictures.
3. Prohibited conduct also includes any behavior that disrupts any component of a virtual program.
4. NAIFA virtual programs must not be used by participants as a forum to communicate promotional or commercial messages except to the limited extent it may be expressly permitted by NAIFA.
5. NAIFA reserves the right to remove any communication from a virtual program that it deems inconsistent with this Code of Conduct or for any other reason NAIFA deems appropriate.

Violations of this Code of Conduct may result in removal from a virtual program, may constitute a violation of NAIFA's Code of Ethics and may lead to other sanctions as NAIFA deems appropriate in its discretion, without warning or refund. Violations of this Code of Conduct may be brought to the attention of NAIFA's Chief Operating Officer & General Counsel, Michael E. Gerber, at [mgerber@naifa.org](mailto:mgerber@naifa.org) or 703-770-8190.