

# **Code of Conduct Policy**

Approved: August 9, 2020

Randolph-Sheppard Vendors of America® (hereinafter referred to as RSVA®) is committed to maintaining the integrity of its events by creating a welcoming, professional, safe, and respectful environment for all who attend and/or participate in its events. The term "events" shall include conferences, meetings, functions, or any other gatherings sponsored or convened by RSVA®. All participants at RSVA® events are required to adhere to this Code of Conduct policy as drafted and adopted by the RSVA board of directors. This policy defines prohibited conduct as including, but not limited to:

- unwelcome verbal, visual, or physical conduct on the basis of race, color, sex, religion, age, national origin, disability, genetic information, gender identification, sexual orientation, or any other characteristic protected by applicable law, or;
- disrespectful, offensive and/or threatening conduct, verbal abuse, stalking, bullying, violence, or intimidation.

Any person who believes that he or she has experienced or witnessed behavior prohibited by this policy should report the conduct to the RSVA® President or another RSVA® officer on the board of directors.

Upon receipt of an allegation reported under this policy, RSVA® will investigate, and the RSVA® President and the executive committee will determine what, if any, action will be taken based on the circumstances. Such action may include banning the individual from the event where the conduct is determined to have occurred, and any future events. Police or security will be called when needed.

Nothing in this policy shall limit or preclude the free exchange of ideas and/or opinions so long as such exchange does not involve threats or other prohibited behavior as defined in this policy.