



Minnesota Rural Electric Association

11640 73rd Avenue N | Maple Grove, MN 55369 | p: 763-424-1020 f: 763-424-5820 | www.mrea.org

MREA EVENT CODE OF CONDUCT

MREA is committed to providing a safe, productive and welcoming environment for all participants and staff in MREA meetings, conferences, training programs, and events both online and in-person. All Event participants including but not limited to attendees, speakers, exhibitors, staff, students, guests and vendors, are expected to abide by this MREA Event Code of Conduct, and this code applies to all space and situations in which MREA meeting-related activities are being conducted, including virtual meetings and those sponsored by organizations other than MREA but held in conjunction with MREA Events (see "Side Meetings Policy" below). Any questions regarding the policies can be directed to melissa@mrea.org.

Participation constitutes agreement to comply with the Code of Conduct as a condition of attendance.

EXPECTED BEHAVIOR OF ALL PARTICIPANTS

- Conduct yourself professionally, treating others with respect and courtesy,
- Recognize that the Event is intended to create a safe place for the sharing of diverse thoughts, ideas and perspectives,
- Communicate without engaging in personal attacks, harassment or intimidation,
- Follow this Code of Conduct as well as other applicable rules and policies, such as those related to COVID-19 safety and health precautions, and those of the Event venue and other sites at which Event functions are being conducted, and
- Bring any unsafe, discriminatory, harassing, or aggressive behavior or speech to the attention of MREA Event staff as soon as possible.

UNACCEPTABLE BEHAVIOR & CONSEQUENCES

- Harassment or intimidation of any kind includes, but is not limited to, sexual harassment, offensive or physically threatening bodily contact, and intimidation or discrimination based on race/ethnicity, nationality, religion, age, gender, gender identity, sexual orientation, disability or appearance. Sexual harassment includes sharing of inappropriate or suggestive images and any unwelcome sexual advances or attention whether physical, virtual or verbal.
- Physical or verbal abuse, physical or online threatening or stalking of another Event participant.
- Disruption of in-person Event sessions or other Event functions in an Event venue or other site being used in connection with an Event or in an online Event session or platform.

MREA will not tolerate unacceptable behavior and reserves the right to take any action it deems necessary and appropriate in its sole discretion, including removal from the Event without prior notice or refund, notifying the attendee's supervisor and/or CEO, and exclusion from future events.

REPORTING & INVESTIGATION OF UNACCEPTABLE BEHAVIOR

Suspected violations of the Event Code of Conduct or policies should be reported to any member of MREA management while on site or online at the Event or as soon as possible. Violations involving MREA staff, members or contractors should be reported to MREA's Director of Finance & Administration at melissa@mrea.org or in person if after the Event.

All reports will be treated seriously and investigated promptly. At MREA's sole discretion, policy violations may result in removal from or denial of access to MREA-sponsored meetings, events and activities without refund of any applicable registration fee or other costs to the participant.

MREA has adopted other event policies related to the conduct of its Events with which all participants are expected to comply. These policies are available at www.mrea.org.