



NIRI Participation and Engagement Code of Conduct

NIRI is committed to providing a safe, productive, inclusive, and welcoming environment for attendees, volunteers, staff, and others engaged in NIRI programs, meetings, events, activities, and services – public, private and digital – such as the NIRI Annual Conference, the Senior Roundtable Annual Meeting, the eGroups online community, and webinars, including but not limited to chapter programs, committee events, and other volunteer activities (collectively, “NIRI events”). Those attending any NIRI event agree to abide by this Code of Conduct. This includes, but is not limited to, attendees, speakers, volunteers, guests, exhibitors, sponsors, advertisers, vendors, NIRI employees, and others engaged in, participating in, or attending any NIRI event.

Responsible Drinking

All attendees and participants at NIRI events are expected to drink alcoholic beverages responsibly. NIRI may deny alcoholic drinks to participants for any reason and may require a participant to leave an event.

Unacceptable Behavior

NIRI has zero tolerance for any form of discrimination or harassment, including but not limited to sexual or verbal harassment of participants or staff at NIRI events. Anyone who experiences or becomes aware of any incidents of unacceptable behavior should immediately inform Matthew D. Bruschi, CAE, President & CEO, at mbrusch@niri.org or 703-562-7679, or Staci Scott, Vice President of Finance and Administration, at sscott@niri.org or 703-562-7685. In addition, NIRI encourages individuals to advise the offender that his or her conduct is unwelcome and to request that it be discontinued, if they feel comfortable so doing. Anonymous reports will be accepted and acted on, but NIRI encourages non-anonymous reporting wherever possible.

In response to any incident of unacceptable behavior, NIRI may take any action it deems appropriate, including immediate removal from an event without warning or refund. NIRI reserves the right to prohibit attendance at any future NIRI event and denial of the opportunity to speak, exhibit, sponsor, or serve in any volunteer capacity under NIRI’s auspices, upon a joint decision of NIRI’s President & CEO and Board Chair, with appeal to the Board of Directors. Repeat (more than one time) violators of this Code will be referred to the Ethics Council, which may recommend termination of membership by

the NIRI Board of Directors pursuant to the procedures outlined in the NIRI Bylaws.

Unacceptable behavior includes, but is not limited to:

- Harassment or intimidation based on race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, or any other characteristic protected by law.
- Harassment, intimidation, assault, or discrimination in any form connected with any NIRI event.
- Sexual harassment or intimidation, including unwelcome sexual attention, stalking, or unsolicited physical contact.
- Physical violence or threats of violence.
- Inappropriate display of nudity and/or sexual images or remarks in public spaces or in presentations.
- Disruption of educational presentations, exhibits, meetings, receptions, or any other NIRI event or engaging in harassing behavior on the NIRI eGroups online community platform or during NIRI webinars.
- Theft or misappropriation of NIRI funds or assets, including assets held by NIRI chapters.

Approved by NIRI's Board of Directors, March 2020.