

The National Utility Contractors (NUCA) holds events to encourage the open exchange of ideas and to support professional development and personal growth. We believe that ensuring a wide, diverse range of voices that fully represent the diversity of the cities we serve is essential to a thoughtful, robust conversation and better decision-making and policy-setting.

NUCA is committed to creating and maintaining an engaging and productive event(s) (Convention, Summit, Leadership, SDP & Safety/Training events) environment in which all individuals are treated with respect and dignity. One that is welcoming and free from any form of harassment or other discrimination. This Policy guides everyone who participates in or attends a NUCA event. NUCA wants to ensure that all participants understand what behavior is expected and what behavior will not be tolerated. The facilities covered by this policy include any venue, on or off the NUCA designated property, including hotels, meeting rooms, and offsite locations where conference-related social gatherings take place.

EXPECTED CONDUCT

By participating in a NUCA event, you agree to:

- Be considerate and respectful to each other.
- Communicate openly and thoughtfully and encourage others to do the same.
- Refrain from harassing, discriminatory, or demeaning conduct.
- Comply with all rules, policies, and procedures of the facilities at which the conference is being held.
- Comply with all applicable laws and regulations in the location where the conference is being held.

Unacceptable Behaviors

NUCA expressly prohibits harassment and discrimination based on race, color, religion, sex, sexual orientation, gender identity, national origin, age, familial status, protected veteran or disabled status, genetic information, or any other protected class.

The following behaviors are unacceptable and will not be tolerated:

***‘LEADERSHIP IS THE AUTHENTIC EXPRESSION OF WHO YOU ARE IN SUCH A WAY THAT
CREATES THE CONDITIONS FOR OTHERS TO ACHIEVE’***

- Disruptive and/or disrespectful behavior during any interaction, including presentations and discussions.
- Physical or verbal abuse to any participant, event organizer, staff member, vendor, volunteer, or guest;
- Discrimination, verbal or nonverbal harassment, or hostility against any person or group of people in the above categories.
- Harassment, sexual harassment or sexual assault of any kind. This includes: intimidation, violence, offensive/unwelcome behavior, unwelcome advances, threats or stalking; inappropriate contact; inappropriate requests for sexual favors; all other verbal, visual or physical conduct of a sexual nature; offensive comments, jokes, drawings, pictures, cartoons, innuendos, or other sexually-oriented verbal or written statements (including text messages, emails, social media posts, etc.);

Reporting Procedure

If any Attendee believes they or another Attendee has been subject to conduct that violates this Conference Code of Conduct, or witnesses such conduct, they should report the violation to one of the conference organizers, or NUCA staff. All reported concerns will be treated seriously and investigated promptly. All Attendees are expected to cooperate fully and honestly with any investigation.

Consequences

Attendees asked to stop harassing behavior are expected to comply immediately. At NUCA's sole discretion, any violation of this Code of Conduct may result in removal from or denial of access to the event. An attendee's employer may be notified in the case of any proven violation.