



## HERO Professional Code of Conduct

### Purpose:

- Set a tone of professionalism and respect to create a welcoming environment for all attendees
- Articulate the values the organization wishes to foster
- Define desired behavior
- Establish expectations and procedures to follow when expectations aren't met

### Key Points:

- The Code of Conduct (COC) covers everyone attending a HERO event, including staff, members, guests, volunteers, speakers, and sponsors.
- HERO promotes an environment of respect and civility that is free of physical and verbal harassment and bullying.
- Examples of unacceptable behaviors include: disorderly conduct caused by inebriation, actions that create unsafe conditions (e.g., trip hazard), noisy activity that interferes with presentations (e.g., side conversations, cellphones).
- Attendees must comply with all applicable laws and venue policies.
- Attendees are encouraged to timely report misconduct, whether they are targets or witnesses. Reports can be made to Karen Moseley, President & CEO, or to the lead senior advisor for the Think Tank, Paul Terry.
- If HERO receives reports that a participant has failed to abide by the COC, then HERO may take whatever actions it deems appropriate, including, for example, expulsion from the event without refund and disqualification from attending future events.

**HERO affidavit:** *“By attending this event, the registrant agrees to abide by the code of conduct above and posted on the [HERO website](#).”*

✓ The signatory agrees that this document may be electronically signed, and that any electronic signatures are the same as handwritten signatures for the purposes of validity, enforceability, and admissibility.

**Signature:**

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**Date:**

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