



## 2024 Wisconsin Lakes & Rivers Convention

### Code of Conduct

At the Wisconsin Lakes and Rivers Convention, all attendees, speakers, sponsors, and volunteers are required to comply with the following code of conduct. Organizers will enforce this code throughout the event. We are expecting cooperation from all participants to help ensure a safe and productive environment for everyone.

#### Harassment

Harassment includes offensive verbal comments related to gender, age, sexual orientation, disability, physical appearance, body size, race, religion, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, unwelcome sexual attention, and actions that inhibit debate or discussion of varying viewpoints.

Participants asked to stop any harassing behavior are expected to comply immediately. Speakers, sponsors and exhibitors are also subject to the anti-harassment policy. In particular, sponsors and exhibitors should not use sexualized images, activities, or other material that may make someone feel uncomfortable. Event staff (including volunteers) should not use sexualized clothing/uniforms/costumes or otherwise create a sexualized environment.

If a participant engages in harassing behavior, the event organizers may take any action they deem appropriate, including warning the offender, expulsion from the event with no refund, or banning the offender from participating in future events. If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of the staff immediately. Staff will identify themselves at the beginning of the event. For incidents on social media or to make an anonymous report, you can also use this email address: [wewaterweek@wisconsinlakes.org](mailto:wewaterweek@wisconsinlakes.org).

Event staff will be happy to help participants contact hotel/venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the event. We value your attendance.

#### Inclusion

Speakers, hosts, exhibitors and sponsors are asked to make an effort to use inclusive & gender-neutral language.

#### Reporting an incident

There are different ways to report an incident: participants can either report directly to the event staff or via an email [wewaterweek@wisconsinlakes.org](mailto:wewaterweek@wisconsinlakes.org).