



## **NEPTA Ethical Behavior at NEPTA Events Policy**

The NorthEast Passenger Transportation Association (NEPTA) provides a safe, hospitable, and productive environment for everyone attending NEPTA events, regardless of race, ethnicity, religion, disability, physical appearance, gender, or sexual orientation. It is important to remember that a community where people feel uncomfortable or threatened is neither healthy nor productive. Accordingly, NEPTA prohibits intimidating, threatening, or harassing conduct during NEPTA events, including but not limited to conferences, meetings, training sessions, networking and fun events etc. This policy applies to speakers, staff, vendors, volunteers, guests, members, contractors, and attendees. Event participants violating these rules may be sanctioned or expelled from the event, at the discretion of NEPTA leadership (Officers, Board members, NEPTA Executive Management Team).

Harassment of NEPTA event participants will not be tolerated in any form. Harassment includes offensive gestures or verbal comments related to race, ethnicity, religion, disability, physical appearance, gender, or sexual orientation in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome attention. Participants asked to stop any harassing behavior are expected to comply immediately.

If someone engages in harassing behavior, NEPTA leadership will take any action they deem appropriate, ranging from a simple warning to the offender to expulsion from this and future NEPTA events. If someone is being harassed, notices that someone else is being harassed, or has any other concerns, contact NEPTA staff or any Officer or Board member, who will work with the appropriate NEPTA leadership to resolve the situation.

When necessary or appropriate, NEPTA staff will help participants contact convention center/hotel/venue security or local law enforcement and otherwise assist those experiencing harassment to enable them to feel safe for the duration of the event.