

WATERCON Registrant Policies

Admittance Policy: All WATERCON participants must visibly wear their registration badge.

Registration Cancellation Policy : ISAWWA must receive cancellations in writing. Phone cancellations are not accepted. All cancellations dated by **03/01/27** will receive a refund, **minus a 25% administrative fee**. Beginning **03/02/27**, cancellations will not be refunded; however, substitute registrants are welcome up to, **April 1, 2027**. **Substitutions AFTER April 1 receive a \$50 administrative fee.**

No refunds will be granted for “no-shows.” Non-attendance does not excuse the participant’s financial obligation to pay the registration fees due to ISAWWA. Exceptions will be given and a full refund issued with documentation from a medical provider advising against travel or participation in WATERCON. Please send your cancellation and/or refund request to amanda@isawwa.org.

Exhibit booth cancellation: Cancellation of the exhibit booth is allowed, minus a 25% administrative fee, until February 28. Cancellations starting on March 1 will not be refunded for the booth space.

Photo and Video Release: I grant to ISAWWA the right to take photographs or video of me in connection with WATERCON. I authorize ISAWWA, its assignees, and transferees to copyright, use, and publish the same in print or electronically. I agree that ISAWWA may use or reproduce such photographs with or without my name or biography and for any lawful purpose, including ISAWWA educational, news, or promotional material, whether in print, electronic, or other media, including the ISAWWA and WATERCON websites.

Special Needs: If you need special services or equipment, pursuant to the Americans with Disabilities Act (ADA), please contact ISAWWA.

COVID-19 Waiver of Liability and Hold Harmless Agreement: [See the policy here.](#)

Conference Code of Conduct: ISAWWA is dedicated to providing a secure, pleasant, and harassment free environment for participants in all our events and conferences. All Attendees, Presenters, and Exhibitors are required to comply with this Code of Conduct and to cooperate with ISAWWA and event/conference staff in implementing and enforcing compliance with this Code.

The ISAWWA Board of Trustees adopted the following policies in 2022:

Discrimination, Harassment, and Retaliation

The ISAWWA is committed to maintaining a work environment that is free of discrimination, harassment, and retaliation. In keeping with this commitment, the ISAWWA will not tolerate harassment of ISAWWA employees or members while at ISAWWA hosted events by anyone, including any supervisor, co-worker, elected or appointed official or any third-party. All individuals are expected to avoid any behavior or conduct which could reasonably be interpreted as harassment. All individuals are expected to make it known promptly, through the avenues identified below, when they experience or witness offensive or unwelcome conduct.

All staff and members while at ISAWWA hosted events must comply with the following policy. Violations will not be tolerated.

Anti-Discrimination

Prohibited Conduct

The ISAWWA prohibits discrimination, harassment and retaliation on the basis of race, color, religion, sex (including pregnancy, childbirth, and related medical conditions), sexual orientation (including gender-related identity), national origin, ancestry, citizenship status, age (40 and over), unfavorable military discharge, military status, genetic information, arrest record, victims of domestic violence, physical, mental or perceived handicap/disability, or any other characteristic protected by law, however, a violation of this policy does not necessarily rise to the level of a violation of the law.

Anti-Harassment

Harassment is a form of discrimination and is prohibited. The ISAWWA seeks to provide an environment in which all individuals are treated with respect and dignity, and which is free from sexual harassment as well as other types of harassment described here.

Applicability

All employees and members of the ISAWWA are responsible for conducting themselves in accordance with this policy. The ISAWWA will not condone harassment, whether engaged in by employees, officers, or trustees of the ISAWWA or by those who do business with the ISAWWA, such as, but not limited to, vendors, contractors, guests, visitors and other third parties. Violation of this policy shall be considered grounds for disciplinary action, up to and including termination.

Prohibited Conduct

Harassment consists of unwelcome conduct, whether verbal, physical, or visual, that is based upon a person's protected status, such as sex, sexual orientation, color, race, religion, national origin, age, physical or mental disability or other protected group status. The ISAWWA will not tolerate harassing conduct that affects tangible job benefits, that interferes unreasonably with an individual's work performance, or creates an intimidating, hostile, or offensive work or event environment. The conduct forbidden by this policy specifically includes, but is not limited to:

- Slurs, negative stereotyping, demeaning or degrading comments, nicknames or intimidating acts that are based on a person's protected status;
- Written or graphic material that is circulated, available on the ISAWWA's computer system or technology resources, or posted or distributed in the

workplace that shows hostility toward a person or persons because of their protected status.

SEXUAL HARASSMENT

Sexual harassment is conduct based on sex, whether directed towards a person of the opposite or same sex. Unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature become sexual harassment when (1) submission to such conduct is made either explicitly or implicitly as a term or condition of a person's employment; (2) submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such person; or (3) such conduct has the purpose or effect of interfering with an individual's work performance or creates an intimidating, hostile or offensive work environment.

Prohibited Conduct

This policy forbids harassment based on sex, regardless of whether it rises to the level of a legal violation. The ISAWWA considers the following conduct to represent some of the types of acts that violate this policy:

1. Either explicitly or implicitly conditioning or providing preferential treatment in any term of employment (such as continued employment, wages, evaluation, advancement, assigned duties or shifts) on the provision of sexual favors;
2. Physical contact, such as patting, pinching or brushing against any part of another's body or physical assaults of a sexual nature;
3. Sexual propositions, sexual innuendo, suggestive comments;
4. Continuing to ask an employee to socialize on or off-duty when the employee has indicated that they are not interested;
5. Displaying or transmitting demeaning, obscene or sexually suggestive pictures, objects, cartoons, or posters anywhere in the ISAWWA workplace;
6. Sexually oriented kidding, teasing, practical jokes, or threats;
7. Referring to or calling a person a sexualized name;
8. Telling sexual jokes or using sexually vulgar or explicit language;
9. Making derogatory or provoking remarks about or relating to an employee's sex or sexual orientation;
10. Harassing acts or behavior directed against a person based on an employee's sex or sexual orientation; or
11. Off-duty conduct that falls within the above definition and affects the work environment.

Reporting

Everyone is required to avoid behavior or conduct that could reasonably be interpreted as prohibited harassment under this policy. Employees/Members are encouraged to inform others in the workplace/ISAWWA setting when their behavior is unwelcome,

offensive, inappropriate, or in poor taste. Employees are expected to come forward promptly and report any violations pursuant to this policy before the alleged offending behavior becomes severe or pervasive.

Attendees, Presenters, and Exhibitors who do not comply with this code of conduct at any event will be subject to discipline ranging from removal from the event with no refund to being barred from attending future ISAWWA sponsored or co-sponsored events.

* BY SIGNING, I ACKNOWLEDGE THAT I HAVE READ AND FULLY UNDERSTAND THIS RELEASE AND THAT I HAVE WAIVED SUBSTANTIAL LEGAL RIGHTS, INCLUDING THE RIGHT TO ASSERT A CLAIM OF NEGLIGENCE AGAINST ISAWWA AND THE RELEASED PARTIES RELATING TO MY PARTICIPATION IN ACTIVITIES.