



Minnesota Home Care Association

MHCA Meetings and Events Code of Conduct

MHCA is committed to providing a safe, productive, and welcoming environment for all meeting participants and MHCA staff. All participants, including, but not limited to, attendees, speakers, volunteers, exhibitors, MHCA staff members, service providers, and all others are expected to abide by the MHCA Programs Code of Conduct. This Policy applies to all MHCA meetings and events (in-person and virtual), including those sponsored by organizations other than MHCA but held in conjunction with MHCA events, on public or private platforms.

MHCA has zero-tolerance for any form of discrimination or harassment by participants or our staff at our meetings. If you experience harassment or hear of any incidents of unacceptable behavior, MHCA asks that you contact an on-site staff person for in-person meetings and either Kathy Messerli, Executive Director, kmesserli@mnhomecare.org or 651-635-0038 or the Member Engagement and Communications Manager, membership@mnhomecare.org or 651-635-0783 for virtual meetings so that we can take the appropriate action.

Unacceptable Behavior is defined as:

- Harassment, intimidation, or discrimination in any form.
- Physical or verbal abuse of any attendee, speaker, volunteer, exhibitor, MHCA staff member, service provider, or other meeting guest.
- Examples of abuse include, but are not limited to, actions or comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, inappropriate use of nudity and/or sexual images in public spaces or in presentations, or threatening or stalking any attendee, speaker, volunteer, exhibitor, MHCA staff member, service provider, or other meeting guest.
- Disruption of presentations during sessions, in the exhibit hall, or at other events organized by MHCA throughout the meeting. All participants must comply with the instructions of the moderator and any MHCA staff.
- Presentations, postings, and messages should not contain promotional materials, special offers, job offers, product announcements, or solicitation for services. MHCA reserves the right to remove such messages and potentially ban sources of those solicitations.

MHCA reserves the right to take any action deemed necessary and appropriate, including immediate removal from the meeting without warning or refund, in response to any incident of unacceptable behavior, and MHCA reserves the right to prohibit attendance at any future meeting, virtually or in person.

*Adapted from the ASAE Code of Conduct.

Mission: MHCA represents and supports Minnesota home care providers committed to high quality home care services.

Vision: MHCA will shape the home care landscape to improve and sustain quality care services.

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