

## **VBA Labor & Employment Law Section**

### **Statement for Section Members and Conference Attendees**

The VBA Labor & Employment Law Section (“Section”) is committed to a culture of ethical and lawful behavior throughout various meetings, events, and seminars. Our Section meetings, events, and seminars are designed and coordinated to foster interaction, engagement, collaboration, connectivity and community between and among all attendees and participants. This Statement applies to all Section-related events.

Section events are designed to be a welcoming experience for all. Attendees and other participants are expected to conduct themselves with integrity, courtesy, and respect for other attendees, participants, staff, and vendors, and to maintain the highest level of professionalism. The Section prohibits harassing or discriminatory conduct or communications related to any individual’s race, religion, color, sex, national origin, age, veteran status, disability, genetic information, sexual orientation, gender identity or any other characteristic protected under any applicable federal, state or local law. All conduct and communications at Section events, seminars, or meetings must be appropriate for a professional event including people of diverse backgrounds and cultures.

At some Section events, both alcoholic and non-alcoholic beverages are served. Participants at events are expected to drink responsibly. Section leadership and/or venue event staff have the right to deny service to any participant and may require a participant who is not drinking responsibly to leave the event.

Any attendees or other participants in Section events who behave in a manner inconsistent with the above expectations may be asked to leave the event without warning or refund at the sole discretion of Section leadership. The Section also reserves the right to bar those individuals in violation from future meetings, seminars, and events. The VBA Board of Governors likewise has the authority to take action with respect to any person who behaves in a manner inconsistent with the above expectations.

If you have any issues or need to address any concerns, please direct them immediately to VBA L&E Section’s Chair or another Council officer. The contact information for the officers of the Section are on the VBA’s website at [vba.org/laborcouncil](http://vba.org/laborcouncil).