

BNP Media events Code of Conduct

BNP Media is dedicated to delivering superior information needed to help millions of decision makers succeed in business when, how and where they want the information.

We produce national and international business meetings, conferences, trade shows, workshops, webinars, and industry events with one goal in mind: to help professionals succeed in business. Events conducted by BNP Media provide the opportunity to connect peers, meet solution providers and learn about topics relevant to an industry.

We believe in an inclusive and harassment-free experience for participants at all of our events. We want all our events to offer a positive and safe environment for all attendees. Any participant, including members, speakers, attendees, volunteers, sponsors, exhibitors, booth staff and anyone else, is required to follow and comply with our Code of Conduct. This Code of Conduct applies to statements made in social media postings, on-line publications, text messages, and all other forms of electronic communication.

Code of Conduct

Our goal is to create a positive experience in an environment where everyone feels safe. BNP Media is dedicated to providing a harassment-free environment for everyone. We do not tolerate harassment of participants in any form.

Behavior

All event participants are expected to behave in accordance with the highest level of professional standards. Participants are expected to treat others with equality and dignity without regard to race, color, sex, sexual orientation, religion, national origin, disability, age or any other characteristic protected by applicable law. All participants must exercise consideration and respect in their speech and actions by refraining from discriminatory, demeaning, or harassing behavior and speech.

Unacceptable Behavior

Examples of unacceptable behavior include, but are not limited to use of abusive, offensive, or degrading language, bullying, emotional, psychological or physical violence or abuse, coercion, harassment and/or discrimination, aggressive/abusive behavior, inappropriate physical contact, sexual imagery and unwelcome sexual advances or request for sexual favors, undue persistence or disruptive behavior. Harassment and discrimination in any form are strictly prohibited. Harassment is a form of discrimination that violates Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, (ADEA), and the Americans with Disabilities Act of 1990, (ADA). Harassment includes but is not limited to harassment based on gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion or any other status protected by law.

All participants are prohibited from using sexualized images and language, activities, or other material creating an uncomfortable and unsafe environment.

Reporting an Incident

If you become aware of or experience a violation of the BNP Media's Code of Conduct during an event please immediately find one of our staff members and notify them of the situation. Event staff members can be identified by staff badges and at the event registration desk at any time. If you cannot find a team member, or would like to report a violation after an event, you may email privacy@bnpmedia.com

Actions Taken

BNP Media may take any action it deems appropriate and necessary ranging from issuance of a warning to the offending individual to removal from the event without a refund. Participants asked to stop any harassing behavior are expected to comply immediately. We reserve the right to exclude any participant found to be engaging in harassing behavior from future events or activities.

BNP Media's Code of Conduct may be revised at any time. Your registration, participation or attendance at any BNP Media event indicates your agreement to follow this Code of Conduct and its terms.