NECA is dedicated to providing a harassment-free experience for all convention attendees regardless of gender, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, experience, or religion (or lack thereof). Consistent with the NECA/IBEW Joint Statement on Diversity and Inclusion, NECA does not tolerate harassment or hostility in any form. Registered event participants violating these rules may be sanctioned or expelled from the event at the discretion of NECA staff, and other appropriate action may be taken against violators where applicable.

1. Virtual Code of Conduct

NECA is committed to providing a professional, collegial, safe, supportive, and respectful virtual meeting environment. We expect individuals to uphold the professional and educational purposes of NECA and its events by respecting the rights, privacy, safety, and dignity of all persons. All Participants must exercise professionalism, consideration, and respect in their speech and actions. NECA expects individuals to refrain from harassing speech and other harassing behavior. All participants, includes, but not limited to, attendees, speakers, volunteers, exhibitors, NECA staff members, service providers, and all others are expected to abide by this Virtual Programs Code of Conduct.

2. Scope and Application

The Virtual Event Code of Conduct, and this Policy, apply to any virtual gathering or event that is hosted or sponsored by NECA, including but not limited to virtual educational symposia, exhibits, committee meetings, written comment and discussion groups, professional gatherings, and platforms and settings ancillary thereto (each a “NECA Event”). This Policy applies to any and all Participants in NECA Events.

3. Expected Behavior

- Be considerate, respectful, and collaborative.
- Refrain from demeaning, discriminatory or harassing behavior and speech.
- Be mindful of your fellow participants. Alert conference organizers if you notice a dangerous situation or someone in distress.
- Participate in an authentic and active way.
- Refrain from unprofessional or disrespectful attire.

4. Unacceptable Behavior

NECA has “zero-tolerance” for any form of discrimination or harassment. Unacceptable behavior includes, but is not limited to:

- Unwelcome and uninvited attention or contact with another Participant;
- Verbal or written comments, or visual images, that are sexually suggestive, or that denigrate or show hostility or aversion toward an individual, or group of individuals, or that create an intimidating, hostile, or offensive environment, or that unreasonably interfere with an individual’s ability to participate in the NECA Event;
- Unwelcome sexual advances, requests for sexual favors, or other unwelcome physical, verbal, visual, or other conduct of a sexual nature;
- Intimidating, harassing, abusive, defamatory, profane, discriminatory, derogatory or demeaning speech;
- Deliberate intimidation or stalking;
- Harassing photography or recording;
- Sustained or repeated disruption of talks or other events;
• Actual or threatened personal or professional retaliation for a rejection or report of unacceptable behavior;
• Failing to stop unacceptable behavior when requested by a Participant or NECA.

5. Reporting Unacceptable Behavior

Any Participant whose safety is threatened or violated is urged to contact local law enforcement immediately.

In addition, any Participant who feels unsafe or experiences unwelcome conduct, who observes or experiences unacceptable behavior, or who believes there has been a violation of this Policy, is encouraged to send an e-mail to codeofconduct@necanet.org. Reports may be anonymous or attributed. NECA will use its best efforts to respond to a Participant in no more than 6 hours during event days and one business day when content is available on demand, recognizing that it will not be possible to follow up directly with a Participant whose report is anonymous, and that NECA may have less ability to investigate fully an anonymous report.

Any NECA employee who experiences unacceptable behavior or observes unacceptable behavior toward another employee is encouraged to report the incident to Human Resources, his/her/their immediate supervisor, or any manager. Employees may also choose the reporting methods described above, or the internal NECA hotline number/e-mail, or any procedure described in NECA employee policies.

6. Consequences of Reported Unacceptable Behavior

Upon receiving a report of unacceptable behavior, NECA’s first priority will be the safety and security of Participants. In order to preserve a safe, educational environment, NECA reserves the right to temporarily suspend or terminate specific features available to a Participant or to suspend or terminate the Participant’s entire account. When facts are in dispute or cannot be fully established, NECA reserves the right to take the action most likely to safeguard safety and security of Participants, including termination of a Participant’s account for the remainder of the NECA Event.

A report of an adjudicated or officially confirmed history of a Participant’s prior unacceptable behavior, if impacting the experience of other Participants at an NECA Event may, in NECA’s discretion, be the basis for a response under this Policy.

Violation of this Policy, as determined by NECA in its sole discretion, is grounds for any action that NECA deems appropriate, including but not limited to warning the offender, denying the offender access to an NECA Event (including revoking or denying registration to an NECA Event), suspending or terminating the offender’s access to the NECA Event, barring the offender from other NECA Event(s), and steps outlined in the NECA Member Discipline Policy. NECA reserves the right to take whatever action it, in its sole discretion, deems appropriate, with respect to the investigation of any matters related to this Policy.

Any person who is denied access to or whose access is terminated during a NECA Event based on this Policy may request that NECA review the matter after the NECA Event has concluded. However, NECA’s action will be effective immediately and will continue until and unless NECA issues a contrary decision. Unless a contrary decision is issued, any person who is denied access to or removed from an NECA Event based on this Policy will not be eligible for a refund of any registration fees paid for access to or participation in the NECA Event.

Nothing in this policy is intended to infringe upon employee rights under Section Seven (7) of the National Labor Relations Act (NLRA).

7. Communication from NECA

NECA will communicate with an individual who reports unacceptable behavior if the individual chooses to submit an attributed report. NECA will also communicate with an individual concerning whom a report has been made, to the extent that NECA is able to identify and contact that individual. The nature, scope, and content of any such
communication is in the sole discretion of NECA. If warranted, NECA may communicate more broadly with Participants at an NECA Event. NECA has the right to communicate about its responses under this Policy to the employers or sponsors of involved Participants vendors, local law enforcement, media, and the public as NECA deems reasonable and appropriate.

David Long
Chief Executive Office
NECA