

SITE SELECTORS GUILD, INC.

EVENT ATTENDEE CODE OF CONDUCT

1. Purpose and Commitment

The Site Selectors Guild (the “Guild”) is committed to providing professional, productive, safe, inclusive, and welcoming events that support learning, collaboration, networking, and the exchange of ideas. All persons attending or participating in a Guild Event are expected to act with professionalism, integrity, courtesy, and respect.

2. Scope and Applicability

This Code applies to all persons who attend, participate in, work at, or otherwise engage with any meeting, conference, educational program, reception, tour, committee meeting, virtual program, or other event organized, sponsored, hosted, or controlled by the Guild (each, a “Guild Event”). Covered persons include, without limitation, Guild members, registrants, guests, speakers, moderators, sponsors, exhibitors, vendors, volunteers, staff, contractors, venue personnel, and representatives or agents of any of the foregoing (collectively, “Participants”).

This Code applies in all event-related settings, whether in person or virtual, including sessions, exhibit areas, networking functions, meals, transportation, off-site activities, social gatherings sponsored or controlled by the Guild, and event-related communications and electronic or social media activity.

3. Expected Conduct

- Act professionally, honestly, and in good faith.
- Treat all Participants with dignity, courtesy, and respect.
- Welcome differing viewpoints and engage in constructive, civil discussion without personal attacks.
- Respect personal boundaries, privacy, confidentiality requests, intellectual property rights, and applicable venue or platform rules.
- Follow reasonable instructions from Guild staff, event leaders, venue personnel, and security personnel.
- Participate without disrupting presentations, discussions, meetings, or other event activities.
- Promptly alert Guild staff or venue personnel to unsafe conditions or conduct that may violate this Code.

4. Prohibited Conduct

The Guild prohibits harassment, discrimination, retaliation, violence, threats, intimidation, bullying, and other disruptive or unprofessional conduct. Prohibited conduct includes, but is not limited to:

- Derogatory, demeaning, hostile, or discriminatory comments, gestures, images, or conduct directed at an individual or group, including conduct based on any characteristic protected by applicable law;

- Unwelcome sexual attention, advances, requests, comments, imagery, gestures, or physical contact;
- Threats, stalking, deliberate intimidation, bullying, physical aggression, or violence;
- Sustained or repeated disruption of presentations, sessions, conversations, or event operations;
- Abusive, insulting, or personally attacking communications, including communications made through electronic platforms or social media;
- Possession of a weapon in violation of applicable law or venue policy, or conduct that creates a reasonable concern for safety;
- Possession of illegal drugs or controlled substances, unless authorized by law, or possession of other prohibited items;
- Intoxication or other behavior that impairs safety, disrupts the event, or undermines professional conduct;
- Engaging in unauthorized commercial solicitation or credential sharing;
- Recording, photographing, distributing, or posting content in violation of announced event rules, confidentiality restrictions, intellectual property rights, or a reasonable request for privacy;
- Knowingly making a materially false report under this Code or interfering with a review of reported conduct; or
- Retaliating against any person for raising a concern, making a good-faith report, participating in a review, or supporting another Participant.

5. Reporting Concerns

A Participant who experiences, observes, or becomes aware of conduct that may violate this Code should report it promptly to a Guild staff member, the event's designated Code of Conduct contact, or another reporting channel identified in event materials. If there is an immediate threat to health or safety, contact venue security or local emergency services first.

Reports should include, to the extent available, the names of involved persons, the date, time, and location, a description of the conduct, names of witnesses, and any relevant supporting information. Reports may be made by an affected person or by a witness. The Guild will accept anonymous reports where permitted by the reporting channel, although anonymity may limit the Guild's ability to investigate or respond.

6. Response and Review

The Guild will review reports promptly and fairly, taking into account the nature and severity of the alleged conduct, the credibility of the report, and the available evidence. The Guild may take immediate interim measures when reasonably necessary to protect Participants, preserve event operations, or prevent further misconduct. Such measures may include separating involved persons, limiting access to particular activities, providing an escort, or directing a Participant to leave an area while the matter is reviewed.

To the extent appropriate under the circumstances, the Guild will provide the person whose conduct is at issue with an opportunity to respond. The Guild may consult event leadership, legal counsel, venue personnel, security personnel, witnesses, or other persons reasonably necessary to assess and address the matter. This Code does not replace any obligation to report conduct to law

enforcement or other authorities when required or appropriate. In addition, the Guild, in its sole discretion, may report alleged or suspected unlawful conduct to the appropriate authorities, without prior notice to the person whose conduct is at issue, even when the Guild is not required to do so.

7. Enforcement

Anyone directed to stop prohibited or disruptive conduct must comply immediately. The Guild may take any action it determines appropriate based on the circumstances, including:

- Issuing a verbal or written warning.
- Removing a Participant from a session, activity, or event without a refund.
- Restricting or revoking event credentials, speaking privileges, sponsorship, exhibition, volunteer, or leadership opportunities.
- Prohibiting participation in future Guild Events, temporarily or permanently.
- Notifying the Participant's employer, sponsoring organization, venue, security personnel, law enforcement, or other appropriate authority when warranted.
- Taking other action consistent with Guild governing documents, policies, contracts, and applicable law.

Except where required by law or expressly stated by the Guild, such action does not entitle the Participant to a refund.

With respect to Guild members, a violation of this Code may result in adverse action concerning membership in the Guild, including, without limitation, suspension or revocation of membership, as determined by the Guild's Board of Directors in its sole discretion.

8. Confidentiality and Privacy

The Guild will seek to handle reports and related information discreetly and will share information only with those who have a reasonable need to know or as required by law. Complete confidentiality cannot be guaranteed, particularly when disclosure is necessary to investigate, protect safety, provide a fair opportunity to respond, carry out corrective action, or comply with legal obligations.

9. Non-Retaliation

The Guild prohibits retaliation against any person who, in good faith, reports a concern, seeks assistance, participates in a review, or supports another Participant. Concerns about retaliation should be reported through the same channels described above.

10. Participant Responsibility and Acknowledgment

Participation in a Guild Event constitutes agreement to comply with this Code. The Guild may also require an express acknowledgment during registration, contracting, credentialing, or check-

in. Participants are responsible for reviewing and following this Code, applicable event-specific rules, venue policies, and applicable law.

Last Updated: July 31, 2026