



Event Code of Conduct

This Code of Conduct applies to all representatives of the sponsoring organization who may attend or be present at the event's facilities, and it is their responsibility to communicate it to on-site representative

All attendees, exhibitors, staff, volunteers and sponsors ("Event Participants") are expected to comply at all times with the Event Code of Conduct (including the Policy Against Harassment included herein) while attending an NCDS Event. NCDS Events are defined as any in-person or virtual event for NCDS, affiliates, and subsidiaries used to curate educational sessions, meetings, business functions, clinics, fundraisers, networking or social events.

Compliance with the Event Code of Conduct means that all Event Participants shall conduct themselves at all times with integrity, collegiality and care while participating in or conducting business during an NCDS Event and at facilities hosting an NCDS event. More specifically, the NCDS Event Code of Conduct and the NCDS and ADA code of ethics requires all Event Participants to:

- Act in a professional and appropriate manner at all times during any NCDS event.
- Refrain from any activity or action that could adversely reflect upon NCDS or that is inconsistent with treating all other NCDS Event Participants with dignity and respect.
- Respect the opinions of fellow NCDS Event Participants leaving personal prejudices out of all discussions.
- Represent their organization in a positive and supportive manner.
- Show respect and courteous conduct.
- Comply with the NCDS Event Policy Against Harassment (see below) at all times.
- Refrain from overly aggressive and unwanted sales tactics

NCDS Event Policy Against Harassment

NCDS seeks to provide a comfortable and inclusive experience for every Event Participant regardless of gender identity and/or expression, sexual orientation, disabilities, neurodiversity, physical appearance, ethnicity, nationality, race, age, religion, or any other protected class status.

NCDS requires all Event Participants to refrain from unlawful harassment of other Event Participants based on protected class status. Prohibited conduct pursuant to this policy includes but is not limited to:

- Verbal language that reinforces social structures of domination
- Sexual imagery and language
- Deliberate intimidation
- Stalking/following
- Harassing photographs or recordings
- Sustained disruption of talks or other events
- Offensive verbal language
- Unwelcome sexual or physical attention

The NCDS encourages you to report any behavior that makes you or others feel uncomfortable. Harassment, discrimination, and disrespect are not tolerated, and we encourage anyone who witnesses any such behavior to report it. If you are being harassed or feel uncomfortable, notice that someone else is being harassed, or have any other concerns, please reach out to an NCDS employee at 919-439-2747 or email djennings@ncdental.org. All reports will be treated confidentially.

While NCDS takes all concerns raised seriously, we will use our discretion and consult qualified legal advice to determine when and how to follow up on reported incidents and may decline to take any further action and/or may direct the participant to other resources for resolution. NCDS will take any action we deem appropriate, including giving verbal and written warnings, as well as expelling the offender from the event with no refund. Participants asked to stop any harassing behavior are expected to comply immediately. Violations may result in various consequences, including but not limited to prohibition from future sponsorship opportunities with NCDS.

The NCDS will not take any retaliatory action against any person who is the recipient of conduct in violation of this Event Code of Conduct, reports conduct in violation of this Event Code of Conduct or participates in any investigation relating to conduct in violation of this Event Code of Conduct.

By exhibiting or sponsoring the NCDS Annual Session, sponsors and exhibitors acknowledge that they have read, understood, and agreed to comply with this Sponsor Behavior Policy.

For the NCDS Annual Session, sponsor/ exhibitor agreed to comply with this policy by agreeing to the Terms and Conditions on the on-line application.