

## **TEA Events - Appropriate Conduct Guidelines**

Opportunities for in-person networking are a core benefit of TEA membership and strategic to how TEA helps bring together all facets of the community to learn, discover, discuss, network and celebrate. On the international and the regional level, there are more than 100 TEA events throughout the year. Some TEA events, such as the Thea Awards Gala, the TEA SATE and Summit conferences and the TEA International Mixer at IAAPA welcome hundreds and even thousands of professionals from around the world. Regional events include informal networking mixers, behind-the-scenes tours, panel discussions, meetings and seminars, holiday parties and more. TEA's full calendar of events supports professional development, education and the exchange of information, fostering business networking to promote growth and improvement in the visitor attractions industry we serve.

There is a responsibility and an expectation of professionalism and mutual respect that applies to all involved or participating in any and all TEA events, including delegates, attendees, speakers, members of the press, special guests, sponsors, leadership, volunteers, staff, hosts and organizers.

Treating one's colleagues with respect is a basic best practice in life and business. The themed entertainment industry is a unique business community: highly collaborative, highly creative and bringing together many different cultures and ways of doing business. It is also a field in which many people remain for the whole of their professional careers. To help ensure that TEA events are friendly, safe, and welcoming for all participants, at all times, these guidelines help identify unacceptable behavior and indicate steps that may be taken to help ensure a safe and positive experience for all.

### **General guidelines**

- Be considerate and respectful toward others in your speech and behavior.
- Do not engage in or promote behavior or speech that is demeaning, discriminatory, or harassing.
- Stay safe: Be aware of your surroundings.
- Speak up: If you notice a dangerous or harassing situation or someone in distress, or you have such an experience yourself, bring it to the attention of a TEA staff member or event security.

### **Identifying unacceptable behaviors and harassment**

Unacceptable and inappropriate conduct or speech include intimidation, threats, harassment, physical or verbal abuse, discrimination, stalking, heckling, unauthorized or unwelcome photography, unwelcome physical contact or sexual attention, derogatory statements, demeaning conduct and carrying weapons of any kind. Such behavior is inappropriate for any person to engage in at any TEA event, presentation or meeting, whatever their role or activity.

Harassment behavior is unacceptable at any TEA event, and includes: offensive verbal comments or offensive clothing related to gender, sexual orientation, race, religion, national origin, gender identity, or disability; use of nudity and/or sexual images in public spaces (including presentation slides); deliberate intimidation, stalking or unwelcome following; harassing photography or recording; sustained disruption of talks, presentations, panels or other events; unwelcome physical contact or sexual attention.

### **What to do if unacceptable conduct takes place at a TEA event**

If you witness or experience behavior that violates these guidelines, promptly bring it to the attention of any TEA staff member or event security.

### **Consequences of violating behavior guidelines**

Anyone asked to cease unacceptable behavior is expected to comply immediately. TEA reserves the right to remove anyone who engages in unacceptable behaviors of this kind, to bar them from future events and to take other steps as deemed appropriate to the situation.

TEA expects anyone participating in TEA events to abide by guidelines at all event venues and event-related social activities as a condition of attendance. Unacceptable behavior will not be tolerated at the events, whether by attendees, journalists, speakers, volunteers, organizers, venue staff, sponsors, or anyone else participating in any capacity. TEA, in its discretion, may bar those who violate these guidelines from continued attendance or participation in some or all of the event, without refund of any fees paid, and may in appropriate circumstance bar violators of these policies from attendance or participation at future events.

By their nature, TEA events often combine professional activities with social interaction. This is core to business networking and to fostering connections between participants, with the goal of fostering industry growth and improvement. TEA reserves the right to remove anyone whose social attentions become unwelcome to another, particularly if the behavior continues after their unwelcome nature has been communicated to the offending party. TEA also reserves the right to remove any participant who appears inebriated. TEA further reserves the right to remove any participant who engages in conduct that interferes with the ability of others to participate in and enjoy the event. Weapons of any kind are prohibited at TEA events.

Thank you for doing your part to ensure that TEA events are a safe and positive environment and experience for all involved.