



CODE OF CONDUCT FOR NEW MEMBER ORIENTATION PROGRAMS

This Code of Conduct outlines our expectations for participant behavior, as well as the consequences for unacceptable behavior.

- **Antitrust Avoidance:** State and Federal laws prohibit the exchange of information among competitors regarding matters pertaining to price, refusals to deal, market division, tying relationships and other topics which might infringe upon antitrust regulations, ***and that no such exchange or discussion will be tolerated during this meeting.*** These guidelines apply not only to formal meeting sessions, but also to informal discussions during breaks, meals, and social gatherings.
- **COVID:** Registrants agree to adhere to our safety protocols relative to COVID, along with any other safety protocols of the venue and CDC and State of RI guidelines.
- **Safety & Inclusivity:** The Greater Providence Board of REALTORS® (GPBOR) and Northern Rhode Island Board of REALTORS® (NRIBR) are committed to creating a safe and inclusive experience for all. We do not tolerate inappropriate behavior or harassment in any form. Inappropriate behavior includes harassing or defamatory verbal or written comments, displays of illicit images or use of illicit language, threats, intimidation and unwanted physical contact, destruction or vandalizing of personal property or event site or materials or disturbing the peace. Please act professionally and follow our code of conduct at all times. Attendees, presenters, vendors and guests who do not comply with this code of conduct at any event may be removed from said event and prohibited from attending future events.
- If you are subjected to unacceptable behavior, notice that someone else is being subjected to unacceptable behavior, or have any other concerns, please notify our staff as soon as possible.
- **Cellphones:** please silence all cell phones or any other electronic devices.

- **Smoking, Illegal Substances & Weapons:** smoking is not permitted except in the designated areas. Possessing any illegal substances, weapon or any item that can be used as a weapon, which may be used to threaten or cause injury to others if used in a certain manner, will not be tolerated.
- **Consent:** By registering to participate in our programs, you hereby acknowledge and consent that the Greater Providence Board of REALTORS® (GPBOR) and Northern Rhode Island Board of REALTORS® (NRIBR), and their assignees, may take photographs and/or video of you during the program and may use those photographs and recordings for the Associations' purposes, including but not limited to news, publicity, and fundraising purposes, without further compensation to you. All such photos and videos are the sole property of the GPBOR and NRIBR.
- **Logging in: Should the program be held on Zoom,** we ask that our members log in 10 minutes prior to the start of the program. Please ensure that the name displayed is the name you registered with for the new member orientation program. We recommend that you test the device you will be logging in from to ensure it has the most recent Zoom update by going to <https://zoom.us/test>
- **Live and Interactive:** Please have your video enabled and that we have your full attention. Anyone found to be taking frequent breaks, not paying attention, or turning off the camera will be removed from the Zoom session and will have to reschedule for another date. Please participate in the interactive portions of the program, including polls and surveys.
- **Distractions:** Our code of conduct shall be distributed to all members participating in our program. Members shall refrain from driving during the program and includes the following: no inappropriate attire or background, no drinking, no distractions that would be disruptive to the speakers and other members (i.e., no dogs barking, babysitting, people wandering in the background, phones must be on silent.)
- This Code of Conduct may be revised at any time by GPBOR and NRIBR and the terms are non-negotiable. This Code of Conduct is without prejudice to GPBOR's and NRIBR's rights, all of which we expressly reserve.

Questions can be directed to:

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