



## CODE OF CONDUCT FOR VIRTUAL OR IN-PERSON EVENTS

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.
- **Safety & Inclusivity:** The Northern Rhode Island Board of REALTORS® (NRIBR) is 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 will be removed from said event and may be 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.
- Members are expected to set a positive example and treat NRIBR staff with professionalism, courtesy, civility, and respect in all interactions. We welcome member feedback, including disagreement and complaints, provided that such feedback is delivered in compliance with this Code.
- Please silence all cell phones or any other electronic devices.

- **Smoking, Illegal Substances & Weapons:** smoking is not permitted. 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 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 Association's 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 NRIBR.
- **Logging in: Should the program be held on Zoom,** we ask that our members log in 5 minutes prior to the start of the program. Please ensure that the name displayed is the name you registered with. 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>
- **Distractions:** Our code of conduct shall be distributed to all participating in our program. Participants/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 NRIBR and the terms are non- negotiable. This Code of Conduct is without prejudice to NRIBR's rights, all of which we expressly reserve.

**Questions can be directed to:**

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