



IFT Wavier and Release of Event Polices

Health and Safety

The responsibility for a healthy and safe event environment is shared by every Event Participant. Event Participants must adhere to and abide by health and safety protocols implemented for the Event including as they may be modified. Any Event Participant who is feeling unwell should not attend the Event. Event Participants may wear a face covering based upon personal preference.

By attending the Event, Event Participants acknowledge and agree the contagious nature of any communicable disease and voluntarily assume the risk that they may be exposed to or infected by any such communicable disease by attending the Event.

IFT Code of Conduct

IFT strives to ensure that all attendees feel welcome, included, and safe at the IFT FIRST Event and Expo. IFT is committed to honoring the diversity in our community and providing equal opportunity to all IFT Members and attendees regardless of race, color, religion, age, sex, pregnancy, national origin, ancestry, disability, military status, marital status, order of protection status, genetic information, sexual orientation, transgender status, and any other category protected by law.

This Code of Conduct outlines our expectations for participant behavior at IFT FIRST meeting platforms and social events, as well as the consequences for unacceptable behavior.

We invite all sponsors, speakers, attendees, media, exhibitors, and other participants to help us realize a safe and positive conference experience for everyone.

All determinations of appropriate or inappropriate behavior are in IFT's sole discretion and the decision(s) of IFT will be final.

If you encounter a situation, please text 312-286-2744 or email us confidentially at codeofconduct@ift.org.

Expected Behavior:

Be considerate, respectful, and kind to others. Refrain from demeaning, discriminatory or harassing behavior and speech. Spam, or repeated contact of attendees that have requested no contact from another attendee is strictly prohibited. Plagiarism, uploading of inappropriate, pornographic, or offensive material is also strictly prohibited. Attendees and exhibitors should be mindful of any copyright laws, music licensing etc. and not violate any terms or conditions related to such.

Thank you for helping to make this a welcoming event for all.

We expect all IFT FIRST participants (staff, sponsors, volunteers, speakers, attendees, exhibitors, and other guests) to abide by this Code of Conduct at all events held as part of IFT FIRST regardless of whether IFT is a sponsor of such event.

Unacceptable Behavior:

Harassment and discrimination include any verbal, physical, or visual conduct based on sex, sexual orientation, gender expression or identity, transgender status, race, age, national origin, or disability. Inappropriate display, sharing or use of nudity and/or sexual images in public spaces (including presentation slides); any physical or verbal intimidation, stalking or following of attendee(s); harassing, photographing, or recording of attendee(s); sustained disruption of sessions, talks or other events; inappropriate physical contact, and any unwelcome sexual attention (physical or verbal) will not be tolerated. Violators may be removed from the meeting if found to be in violation and their ability to attend future IFT events may also be restricted or prohibited.

Any boisterous, lewd, or offensive behavior or language, threatening, intimidation, coercion, use of sexually explicit or offensive language or conduct, profanity, obscene gestures, or racial, religious, or ethnic slurs will not be tolerated. Participants violating this Code of Conduct will be asked to leave the site at the sole discretion of IFT staff. IFT retains the right to take any actions to ensure the event is a welcoming environment for all. This includes expulsion from the annual meeting with no refund.

Reporting Violations of this Policy:

If you have a complaint or concern about harassment, discrimination, bullying or any other conduct which may violate the IFT Code of Conduct, we encourage you to notify us via email at codeofconduct@ift.org. You may request that your report remain confidential and only be shared with those on a "need to know" basis.

Please remember that notifying IFT staff does not constitute or replace notification to local law enforcement. This Code of Conduct does not replace any rules that are part of IFT's contracts with its vendors, exhibitors and/or sponsors.

Compliance and Enforcement:

IFT reserves the right to take any action that is reasonably necessary, in the sole judgment of IFT, for the protection of IFT, its participants, including but not limited to exhibitors, and/or attendees. IFT will maintain full discretion in the interpretation and enforcement of this Code of Conduct.

Participants will be asked to stop any behavior in violation of this Code of Conduct are expected to comply immediately. This Code provides general guidelines and cannot cover every possible type of unacceptable behavior. IFT reserves the right to apply corrective action to instances other than the specific examples noted. IFT participants violating this Code of Conduct may be sanctioned or expelled from the event (without refund) and any and all future events without a refund at the discretion of IFT management.

IFT FIRST is an 18 or older event. No one under the age of 18 will be allowed to enter the expo floor or attend the event. There are no exceptions.

We expect all conference participants (staff, sponsors, volunteers, speakers, attendees, exhibitors, and other guests) to abide by this Code of Conduct at all meetings and social events.

I HAVE REVIEWED AND UNDERSTAND THE WAIVER & RELEASE OF EVENT POLICIES AND THE CODE OF CONDUCT AND AGREE TO BE BOUND TO ITS TERMS.