



Code of Conduct

TRMA is committed to providing a safe, productive, and welcoming environment for all meeting participants and TRMA staff. All participants, including, but not limited to, attendees, speakers, volunteers, exhibitors, TRMA staff members, service providers, and all others are expected to abide by this Virtual Programs Code of Conduct.

TRMA has zero-tolerance for any form of discrimination, intimidation or harassment by participants or our staff at our meetings. If you experience harassment or hear of any incidents of unacceptable behavior, TRMA asks that you inform Jose Segarra, MNA, CAE, Executive Director at jsegarra@trmanet.org or 312- 596-5260 so that we can take the appropriate action.

Unacceptable Behavior is defined as:

- Harassment, intimidation, or discrimination in any form.
- Verbal abuse of any attendee, speaker, volunteer, exhibitor, TRMA staff member, service provider, or other meeting guest.
 - Examples of verbal abuse include, but are not limited to, verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, inappropriate use of nudity and/or sexual images in public spaces or in presentations, or threatening or stalking any attendee, speaker, volunteer, exhibitor, TRMA staff member, service provider, or other meeting guest.
- Disruption of presentations during educational sessions and networking events, or at other events organized by TRMA throughout the virtual meeting. All participants must comply with the instructions of the moderator and any TRMA virtual event staff.
- Unless you are an official sponsor of TRMA Virtual, presentations, postings, and messages should not contain promotional materials, special offers, job offers, product announcements, or solicitation for services. TRMA reserves the right to remove such messages and potentially ban sources of those solicitations.
- Participants should not share your event login credentials with other individuals.

TRMA reserves the right to take any action deemed necessary and appropriate, including immediate removal from the meeting without warning or refund, in response to any incident of unacceptable behavior, and TRMA reserves the right to prohibit attendance at any future meeting, virtually or in person.

The TRMA and its members shall comply with Article I, Section 4 of the Bylaws, which provides: TRMA and its members, in the course of TRMA activities, shall not agree with, participate in or give consideration to any activity, plan, understanding, agreement, or agreements that would constitute a violation of any federal or state or local law proscribing conduct intended or tending to restrain trade, including, but not limited to, actions that would (i) fix, raise or stabilize prices, fees or credit terms and conditions, (ii) boycott or refuse to do business with any third parties (iii) restrict or interfere with the exercise of free and independent judgment by the members in the management or operation of their respective businesses. Furthermore, TRMA and its members, in the course of TRMA activities shall comply with all applicable federal or state or local laws. Nothing contained in these Bylaws shall authorize or empower the TRMA or its members to perform or engage in any acts or practices prohibited by law.