

**NACo 2022 LEGISLATIVE CONFERENCE  
CODE OF CONDUCT**

NACo's Mission  
Strengthen America's counties.

NACo's Vision  
Healthy, safe and vibrant counties across America.

NACo's Values  
We are passionate about advancing excellence in public service to help people and places thrive across America. We value our diversity of thought, heritage and experience. We sustain our ingenuity and impact by harnessing our collective knowledge and by cultivating collegiality, civility and inclusivity. We are steadfast in our pursuit to enrich our membership value exponentially, guided by the belief that stronger counties result in a stronger America.

NACo's goal is to create a productive, civil and safe environment for all virtual and in-person event attendees. We ask all attendees, including but not limited to members, guests, speakers, staff, sponsors and all others, to abide by NACo's Event Code of Conduct. By acknowledging this code of conduct, I hereby acknowledge and agree to the following:

1. I will not engage in:
  - a. Harassing, intimidating or discriminatory verbal, physical or visual conduct in any form, to include wearing clothing with graphic, inappropriate or profane images or slogans;
  - b. Verbal abuse of any other attendees, including speakers, staff, hotel employees, sponsors and suppliers;
  - c. Disrupting presentations;
  - d. Distributing promotional materials (other than what has been pre-approved), to include but not limited to advertisements, product announcements or solicitation for services;

Examples of verbal abuse include but are not limited to: using sexually explicit, harassing or profane language, gestures or images while attending any NACo virtual or in-person event. Regardless of platform, attendees are expected to treat others with respect, inclusivity and civility, recognizing that this event is a place for diversity of thought, organization and individuals.

2. I further promise to be mindful of my surroundings and others. I will alert event staff if I notice discriminatory, harassing, aggressive, or exclusionary behavior or speech or other behavior unbecoming of an attendee.

I further understand that violating any portion of this code of conduct may result in removal from event activities without refund or warning and potential prohibition from attending future events.