

NSPMA Event Participation Rules & Code of Conduct Event Participation Rules

All individuals participating in NSPMA events, whether in person or through digital platforms, must adhere to these participation rules to ensure a safe, respectful, and professional environment.

- Attendance at NSPMA events, whether in-person or virtual, requires compliance with all event rules and instructions provided by NSPMA staff or officials.
- All participants, including attendees, speakers, vendors, and sponsors, are expected to uphold professional standards and demonstrate respectful behavior.
- Disruptive, unsafe, or inappropriate behavior may result in immediate removal from the event and potential restriction from future participation.
- All event participants are subject to the NSPMA Code of Conduct at all times.

NSPMA Code of Conduct

The National School Plant Management Association (NSPMA) is committed to promoting camaraderie, diversity, inclusion, and the highest degree of professionalism in all interactions among its members, partners, and event participants.

NSPMA strives to create a friendly, safe, supportive, and harassment-free environment for all participants—whether at in-person events, online meetings, or through any official NSPMA digital platforms.

1. Scope

This Code applies to:

- All NSPMA-sponsored events, meetings, conferences, and activities (in person or virtual)
- All digital interactions on NSPMA-managed platforms (email, chat groups, forums, or social media pages)
- Professional interactions at networking or social activities related to NSPMA events

2. Expected Conduct

Participants are expected to:

- Treat all individuals with respect, professionalism, and courtesy
- Maintain a safe and inclusive environment free from discrimination, harassment, or bullying
- Communicate in a manner that is constructive, respectful, and free from intimidation or threats
- Respect event rules, schedules, and instructions from NSPMA officials

3. Unacceptable Conduct

Harassment will not be tolerated. Prohibited behavior includes, but is not limited to:

- Offensive verbal comments related to gender, age, sexual orientation, gender identity or expression, disability, appearance, race, ethnicity, religion, or other protected status
- Intimidation, threats, stalking, or sustained disruption of presentations or activities
- Unwelcome sexual attention or physical contact
- Harassing or derogatory digital communications, including emails, chat messages, or posts on NSPMA platforms
- Disruptive or disrespectful behavior towards speakers, exhibitors, staff, or other participants

4. Reporting Concerns — See Something, Say Something

If you see or experience intimidating, threatening, harassing, or otherwise inappropriate behavior, report it immediately.

Reports may be made to:

Ken Wertz, NSPMA Executive Director

Cell: 781-775-6131

Email: exec@nspma.org

You may also notify any NSPMA board member.

Reports will be handled promptly, confidentially to the extent possible, and with appropriate follow-up.

5. No Retaliation

NSPMA strictly prohibits retaliation against any individual who, in good faith, reports a concern or participates in an investigation.

Retaliation will itself be considered a violation of this Code and may result in disciplinary action.

6. Enforcement & Authority

Failure to comply with this Code of Conduct may result in action at NSPMA's sole discretion, including but not limited to:

- Verbal or written warning
- Immediate removal from an event without refund
- Restriction from future NSPMA events
- Termination of membership or vendor participation privileges

The NSPMA Board of Directors has final authority over all determinations regarding violations of this Code and any resulting actions.

NSPMA reserves the right to take any action necessary to ensure the safety, comfort, and professionalism of its events and community.