The National League of Cities strives to be an advocate for cities, where diversity is critical to success. We believe that the diversity of our experiences, ideologies, backgrounds, and perspectives leads to innovation and creativity that drive our communities forward.

NLC is committed to creating a safe environment that is inclusive and free from discrimination, harassment or intimidation regardless of race, ethnicity, religion, sexual orientation, gender expression or identity, transgender status, age, disability, veteran or marital status, or any other protected categories under applicable law. The environment NLC creates provides a forum for the free expression and exchange of ideas that can ultimately lead to cross-sector solutions to the country's most pressing issues.

This Event Code of Conduct is important for promoting and creating an inclusive, supportive, and collaborative environment for all participants at NLC events. All meeting participants – including attendees, speakers, volunteers, exhibitors, meeting staff, members of the media, vendors, and service providers (hereinafter "participants") – are expected to abide by this Event Code of Conduct. This Event Code of Conduct applies to events and activities in any venue associated with the primary event, including official and ancillary events, and online events, forums, and discussions.

Expected Behavior

- Treat all participants with kindness, respect, and consideration, while valuing a diversity of respectful and considerate views and opinions (including those you may not share).
- Communicate openly, with respect for other participants, critiquing ideas rather than individuals.
- Refrain from behavior and speech that could be perceived as demeaning, discriminatory, or harassing.
- Be mindful of your surroundings and of your fellow participants. Alert NLC staff if you notice a dangerous situation or someone in distress.
- Respect the rules and policies of all meeting venues and related spaces.

Unacceptable Behavior

- Offensive or unwanted behavior or language related to race, ethnicity, religion, sexual orientation, gender expression or identity, age, disability, veteran or marital status, or any other protected categories under applicable law.
- Intimidation or bullying.
- Photography or video taken in a harassing manner.
- Sustained disruption of event presentations, or other official activities.
- Unwelcome or uninvited attention or contact.
- Actual or implied threat of physical harm.
- Physical assault, including unwelcome physical contact.
- Real or implied threat of professional, reputational, or financial damage or harm.
- Retaliation or threatened retaliation for reporting unacceptable behavior.
- Failure to follow any of the rules or regulations of the event or instructions of NLC staff.
- Recording of sessions (including audio, video, AI enhanced technology and photography) without express written permission.
- Any other illegal activity not already covered above.

Unacceptable behavior from any participant at NLC events will not be tolerated. This applies to all attendees, speakers, sponsors, exhibitors, contractors, volunteer leaders, vendors, venue staff and anyone with decision-making authority. If a participant is asked to curtail unacceptable behavior immediate compliance is expected. Repeated or serious violations of this policy will result in immediate removal from the conference without a refund. Reports of unacceptable behavior will be investigated, as described below.

Immediate Serious Threat to Public Safety

- Anyone experiencing or witnessing behavior that constitutes an immediate or serious threat to public safety should immediately contact local law enforcement (by calling 911) and notify facility security.

Reporting Unacceptable Behavior

- If no immediate danger is assessed, but there is the sense or experience of unacceptable behavior, the witness of such behavior, or other concerns, an NLC staff member or an NLC representative should be notified as soon as possible, who

can work with the NLC senior leadership to resolve the situation. All reports will be treated seriously and responded to promptly.

- In addition to notifying someone in person, you can also report an incident to NLC via email to the NLC CEO & Executive Director, Clarence Anthony, at anthony@nlc.org and/or NLC Human Resources, at HR@nlc.org.

NLC reserves the right to take any action deemed necessary and appropriate, including immediate removal from the event without warning or refund, in response to any incident of alleged unacceptable behavior, and NLC reserves the right to prohibit attendance at any future NLC event. NLC also reserves the right to obtain information through a fair and balanced investigation process regarding any reported incidents and take any action deemed necessary and appropriate to address the situation.

Event Code of Conduct Acknowledgment

As part of the registration process for NLC convenings and events, all participants will be required to acknowledge that they have read, understand, and accept the provisions of the Event Code of Conduct.

If you are serving as a chaperone for any youth who are attending as part of your delegation, you are also acknowledging responsibility for their conduct and behavior throughout the duration of the conference.

For any questions about this policy, please send an email to conferences@nlc.org.