



NALP Code of Conduct

NALP is dedicated to a safe, productive, and welcoming environment free from discrimination and harassment. NALP expects all meeting participants (including attendees, event staff, NALP staff, presenters, vendors, guests, contractors, students, and exhibitors) to treat other participants with respect. NALP does not tolerate harassment of conference participants in any form. "Harassment" includes, but is not limited to:

- Verbal comments, jokes, or imagery that reinforce negative stereotypes related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, or sex;
- Sexual images in public spaces;
- Deliberate intimidation, stalking, or following;
- Inappropriate and unwelcome physical contact;
- Unwelcome sexual attention, including persistent romantic invitations even after such invitations have been declined; and
- Advocating for or encouraging any of the above behavior

If you are being harassed or have witnessed harassment and would like to make a report, please contact any NALP staff member, or send an email to events@landscapeprofessionals.org. You may also report concerns of harassment occurring at an NALP event by calling (800) 395-2522 and selecting the events department. If you have been a victim of assault or believe yourself to be in danger, seek help immediately by calling 911 or contacting hotel or conference security.

A report of harassment may result in a warning, removal from or denial of access to NALP events, and exclusion from future NALP events on a temporary or permanent basis. NALP may also provide information regarding the report of harassment to the company of the individual identified in the report and also to state or local authorities if warranted. If a participant is asked to leave an event because of a report received under this policy, the participant will not receive a refund.