



American Road  
& Transportation  
Builders Association

## **Code of Conduct: ARTBA Meetings & Events**

This "Code of Conduct" policy applies to all participants in American Road & Transportation Builders Association (ARTBA) meetings and events.

ARTBA is committed to providing a productive and welcoming environment that is free from discrimination and harassment. Members and attendees are expected to act with courtesy and mutual respect toward each other, ARTBA staff, service providers, speakers and event participants.

### **Prohibition of Harassment**

Harassment in any form is strictly prohibited. Harassment includes inappropriate conduct, comment, display, action, or gesture based on another person's sex, color, race, religion, national origin, age, disability, sexual orientation, gender identity, and any other protected characteristic. Sexual harassment is one form of harassment. Sexual harassment may involve individuals of the same or different gender. Like all harassment, sexual harassment is strictly prohibited.

### **How to Report Incidents of Harassment or Inappropriate Behavior**

Any meeting attendee who believes they experienced or witnessed harassment or other inappropriate behavior in violation of this policy should promptly report the incident to ARTBA on-site executive or meetings staff.

### **Investigation & Discipline**

Upon receiving a report of possible harassment or inappropriate behavior in violation of this policy, ARTBA staff will investigate the incident and, if deemed necessary, seek assistance from in-house venue security, local law enforcement and/or outside legal counsel. ARTBA reserves the right to take any necessary and appropriate action against any meeting attendee who engages in any form of harassment or inappropriate behavior in violation of this Policy. Such actions may include, but are not limited to, suspension or prohibition from attendance at future ARTBA meetings or events; removal from a seat on the Board of Directors, committee, task force or Council of State Executives; expulsion from membership; or any other action deemed appropriate by ARTBA.