

**MISSOURI ASSOCIATION OF TRIAL ATTORNEYS**  
**CODE OF CONDUCT FOR ANNUAL CONVENTION**

We welcome you to our MATA Convention and invite you to attend all events in a spirit of curiosity, friendliness, open-mindedness and respect. Toward that end, we want you to know that harassment in any form is not tolerated at our Convention or at any MATA function.

MATA was formed to remedy the injustices befalling victims of negligent and intentional acts. To give a voice to the voiceless. We have always taken a proactive approach, finding solutions to problems before they occur. We expect legislators, judges and juries to respect the civil justice system and to respect the rights of all citizens to pursue fair and just remedies under it. We stand tall and fight hard for what is right for our clients. With this Code of Conduct, we endeavor to make sure that we are bringing that same commitment to justice and respect for individual rights to everyone attending our Convention.

At MATA, we assume that most people are intelligent and well-intended. However, sometimes it is necessary to spell out the behavior we do and do not support at Convention. The core of our approach is this: we will do whatever we believe is necessary to ensure that Convention is a safe, welcoming and productive environment for everyone.

At this Convention, by attending you agree to:

- Respect the boundaries of all other attendees;
- Not engage in any unwanted or aggressive sexual activity;
- Be respectful of the rights and wishes of all other attendees;
- Not engage in any harassing, intimidating, demeaning or discriminatory activity;
- Report and/or tell the individual to stop any inappropriate behavior that you witness.

MATA is dedicated to providing a harassment-free Convention experience for everyone, regardless of sex, disability, physical appearance, body size, race, color, age, religion, nationality, gender identity and expression, sexual orientation or political beliefs.

Harassment includes, but is not limited to, any behavior that a reasonable person would find intimidating, hostile or offensive, such as:

- Lewd, sexual or demeaning jokes or comments;
- Sharing sexual images, whether via magazine, cell phone, video, document or social media;
- Intimidation, stalking or physically following another individual;
- Taking unauthorized or unsolicited photographs, videos or recordings;
- Sustained disruption of talks or other events for the purpose of embarrassing or intimidating someone on the basis of sex, color, age, religion, disability, national origin or race;
- Purposely ignoring an individual's attempt to participate in a professional discussion based upon someone's sex, color, age, religion, disability, national origin or race;
- Inappropriate physical contact or unwelcome sexual attention.

**We will not tolerate harassment of Convention attendees and/or their guests in any form.**

Attendees, their guests, exhibitors, sponsors, speakers, and MATA staff are all subject to the anti-harassment policy. Registered attendees of the Convention are responsible for the behavior of their guests.

Exhibitors and speakers should refrain from using sexualized images, telling sexual or inappropriate stories or jokes, excessive profanity, sexual activities, or use of any other inappropriate or offensive material. If we hear complaints and think they are justified, you may not be invited back.

Attendees and/or their guests, if asked to stop any behavior which could be considered harassing, are expected to comply immediately.

If an attendee and/or their guest engages in harassing or inappropriate behavior, MATA may take any action deemed appropriate. This includes, but is not limited to, a warning, expulsion from the function or event, suspension from MATA, expulsion from MATA and/or contacting security or law enforcement. The level of action taken will depend upon the seriousness of the allegation or conduct. Violation of MATA's policy may occur without having previously been told to stop the offensive conduct. This Code of Conduct provides guidance as to what acts are considered violations.

If you witness harassment in any form or are the victim of such behavior, please bring that information to the immediate attention of MATA staff, the MATA President, or any member of the Executive Committee (*Name tags will designate MATA staff, officers and the Executive Committee members*). We will take all reasonable steps to remedy the situation as quickly as possible. Confidentiality of the reporter and the facts reported shall be maintained as necessary and as requested.

We thank our attendees for their help in keeping the event welcoming, respectful and friendly to all participants.