

WM Symposia, Inc. is committed to providing a safe, productive, and welcoming environment for all WM2026 participants and WM Symposia, Inc. staff. All participants, including, but not limited to, attendees, speakers, volunteers, exhibitors, WM Symposia, Inc. staff members, service providers, and all others are expected to abide by this Code of Conduct. This Code of Conduct applies to the WM2026 event, including those sponsored by organizations other than WM Symposia, Inc. but held in conjunction with WM2026.

This Code of Conduct outlines WM Symposia, Inc.'s expectations for participant behavior, as well as the consequences for unacceptable behavior. WM Symposia, Inc. promotes equal opportunities and treatment for all participants. All participants are expected to treat others with respect and consideration, follow all policies, rules, procedures, and conditions set forth by the Phoenix Convention Center, and to alert staff to any violations of this Code of Conduct, dangerous situations, or any participant in distress.

CODE OF ETHICAL CONDUCT

- Be considerate, respectful, and collaborative.
- Refrain from demeaning, discriminatory or harassing behavior and speech.
- Be mindful of your surroundings and of your fellow participants. Alert WM Symposia, Inc. staff if you notice a dangerous or harassing situation or someone in distress.

UNACCEPTABLE CONDUCT

Unacceptable behavior includes:

- Intimidating, harassing, abusive, discriminatory, derogatory, or demeaning speech or actions by any participants at or in relation to WM2026. All who participate in WM2026, and related events deserve respectful treatment, regardless of the capacity in which they are attending or participating. Discussion of opposing or different viewpoints is appropriate but is expected to be conducted in a respectful tone and manner that avoids personal attacks.
- Verbal or physical abuse, intimidation, or efforts to annoy others, which in any way creates a disturbance that is disruptive or dangerous or creates reasonable apprehension in a person.
- Harassing behavior (including, but not limited to, offensive verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, inappropriate use of nudity and/or sexual images in WM Symposia, Inc.-- sponsored spaces or in presentations, yelling at or threatening participants, stalking or unwelcome following, harassing photography or recording, or unwelcome physical or verbal contact or sexual attention.)
- Disrupting WM2026 or related event. All participants must comply with the instructions of any WM Symposia, Inc. staff.

ADDITIONAL RULES

In addition, participants must adhere to the following rules:

Photograph and Video Policy

By registering, you agree to the WM Symposia photograph and video policy. Under this policy, no person may video any portion of the technical program without the written consent of WM

Symposia as well as each presenter that you are filming. In addition, you agree that you may be photographed or filmed while attending the WM Conference and that these images may be used by WM Symposia or someone that has received WM Symposia consent.

WHAT TO DO IF YOU WITNESS OR EXPERIENCE CONDUCT THAT VIOLATES THIS CODE OF CONDUCT

Conduct in violation of this Code of Conduct should be promptly brought to the attention of Maurya Palmer, Conference Manager, 480-557-0263 so that we can take appropriate action.

CONSEQUENCES OF UNACCEPTABLE BEHAVIOR

Unacceptable behavior will not be tolerated at WM2026 or related events.

Anyone asked to stop unacceptable behavior is expected to comply immediately. WM Symposia, Inc. reserves the right to take any action deemed necessary and appropriate, including immediate removal from WM2026 without warning or refund, in response to any incident of unacceptable behavior, and WM Symposia, Inc. reserves the right to prohibit attendance at any future WM Symposia, Inc. event.

Participants must also cooperate with WM Symposia, Inc. in investigation of reports of a violation of this Code of Conduct by providing information requested by WM Symposia, Inc. that is relevant to WM Symposia, Inc.'s investigation. WM Symposia, Inc. will also report on the outcome of any investigation to individuals who have reported a violation of this Code of Conduct; the information provided to those individuals will be limited to whether WM Symposia, Inc. found a violation of the Code, whether any sanctions or corrective actions were imposed, and, in WM Symposia, Inc.'s discretion, the nature of those sanctions or corrective actions.