

Code of Conduct

Dynamics User Group, wants to provide a safe and enjoyable event experience for all attendees, vendors, sponsors, and staff all referred to collectively as “Participants”. Dynamics User Group has established this Code of Conduct to provide guidelines to Participants and to ensure that all Participants understand what behavior is expected, and what behavior will not be tolerated at a Dynamics User Group event. Dynamics User Group expects all Participants to abide by this Code of Conduct at all events. This includes onsite at conferences, regionals, meetups, conference-related social events at off-site locations, and in related online communities and social media.

Dynamics User Group is dedicated to providing a harassment-free and inclusive experience for everyone regardless of gender identity and expression, sexual orientation, disabilities, neurodiversity, physical appearance, body size, ethnicity, nationality, race, age, religion, or other protected category. Participants asked to stop any harassing behavior are expected to comply immediately.

Expected Behavior

Dynamics User Group expects all Participants will:

1. Be considerate and respectful to all community members.
2. Refrain from demeaning, discriminatory, or harassing behavior materials, and speech.
3. Speak up if they observe anything at a Dynamics User Group event that conflicts with this Code of Conduct. If you are being harassed or feel uncomfortable, notice that another Participant is being harassed, or have any other concerns, please contact a member of the Dynamics User Group staff immediately.
4. Committee members, sponsors, speakers, and volunteers are an extension of Dynamics User Group and must conduct themselves in alignment with the values of Dynamics User Group during all activities.

Unacceptable Behavior

Unacceptable behavior from any community member will not be tolerated.

Unacceptable behavior includes, but is not limited to:

1. Intimidating, harassing, abusive, discriminatory, derogatory, or demeaning speech, materials, or conduct by any Participants of the event and related event activities. Many event venues are shared with members of the public; please be respectful to all patrons of these locations whether associated with Dynamics User Group or not.
2. Violence, threats of violence, or violent language directed against another person.
3. Sexist, racist, homophobic, transphobic, or otherwise discriminatory jokes, language, materials, online communities, or social media.
4. Personal insults, particularly those related to gender, sexual orientation, race, religion, or disability.
5. Inappropriate photography or recording.
6. Any boisterous, lewd, or offensive behavior or language, including but not limited to using sexually explicit or offensive language, materials or conduct, or any language, behavior, or content that contains profanity, obscene gestures, or racial, religious, or ethnic slurs.
7. Failure to obey any rules or regulations of the event venue.

Consequences of Unacceptable Behavior

Unacceptable behavior will not be tolerated. Anyone asked to stop unacceptable behavior is expected to comply immediately. If a Participant engages in unacceptable behavior, Dynamics User Group may take any action it deems appropriate, including warning or immediately expelling the offender from the event with no refund. For more egregious behavior, Dynamics User Group may, temporarily ban or permanently expel a Participant from the community.

What if You Witness or Are Subjected to Unacceptable Behavior?

If you are subjected to unacceptable behavior, notice that someone else is being subjected to unacceptable behavior, or have any other concerns, please notify Dynamics User Group staff as soon as possible for further assistance. All reports will remain completely confidential.

Alcohol Service and Responsible Consumption

Dynamics User Group events may include the service of alcoholic beverages. All Participants are expected to consume alcohol responsibly and in compliance with all applicable laws and venue policies.

Any Participant who serves or assists with the service of alcohol at a Dynamics User Group event, including volunteers, attendees, or sponsors, agrees to do so responsibly and in accordance with all applicable local, state, and federal laws. This includes, but is not limited to:

- Verifying legal drinking age where required
- Refraining from serving alcohol to minors
- Refraining from overserving alcohol to any individual
- Immediately ceasing service of alcohol to any individual who appears intoxicated

Participants are solely responsible for their own actions, decisions, and conduct while attending Dynamics User Group events, including decisions related to alcohol consumption and transportation to and from the event. Dynamics User Group strongly encourages Participants to plan safe transportation and to refrain from driving while impaired.

By attending a Dynamics User Group event, you acknowledge and agree that Dynamics User Group, its officers, directors, volunteers, sponsors, staff, and

affiliated entities are not responsible or liable for any injury, loss, damage, accident, or harm arising from a Participant's consumption of alcohol, including but not limited to incidents involving driving under the influence.

Dynamics User Group reserves the right to refuse or discontinue alcohol service to any Participant at its sole discretion and to take appropriate action, including removal from the event, if alcohol-related behavior violates this Code of Conduct or poses a safety risk to others.

Informed Consent, Waiver of Liability and Release from Risk

You will be participating in Dynamics User Group events and acknowledge that you will be engaged in various indoor and outdoor activities, including activities that may involve known and unknown risks too numerous to describe, but including without limitation the hazards of exposure to the risk of serious and/or permanent disability from injury and/or disease and death. Your decision to participate in DynamicsCon events is made voluntarily with the knowledge of risks involved, and in doing so you assume all of the risks inherent in such an undertaking.

You, on behalf of yourself, your heir(s), next of kin, personal representative(s) and assign(s), fully and forever release, forgive, acquit and discharge (a) Dynamics User Group events, (b) each and every entity which is controlled by Dynamics User Group, (c) each and every individual and/or company involved in Dynamics User Group events (hereafter referred to individually and collectively as "Affiliated Entities and Persons"), as well as (d) each and every one of the heirs, executors, legal representatives, predecessors, successors, assigns and/or partners of Dynamics User Group and/or each and every one of the Affiliated Entities and Persons and (e) each and every officer, director, trustee, agent, representative, attorney, and employee, past, present or future, of Dynamics User Group and/or any of the Affiliated Entities or Persons of and from

any and all responsibility or liability for (1) any injury to your person or property (including without limitation any disease or its effects), (2) any and all claims, demands, actions, causes of action, losses, fees, charges, obligations, costs, expenses, judgments and liabilities of whatever kind, nature or description (including without limitation claims based on the alleged negligence of any party hereby released) which may arise or result directly or indirectly from your involvement in a Dynamics User Group event, and (3) any conditions beyond the control of Dynamics User Group and/or any of the entities and persons released from liability in this paragraph, including without limitation acts of God; weather; detention; annoyance; delays and expenses arising from quarantine; strikes; theft; pilferage; force majeure; military, political, or terrorist action; civil disturbances; government restrictions and regulations; and delay or cancellation of changes in itinerary or schedules.

Quotation, Directory Information and Photo Release

You give Dynamics User Group events permission to publish quotations from your evaluation form in any form of media or manner. You give Dynamics User Group the right to use, publish, reproduce, modify, adapt and distribute at any time and in any form of media or manner (1) photographs taken of you or your property while participating in Dynamics User Group events activity, its sponsors or other third parties, or (2) photographs that you have voluntary submitted of you or your property while participating in a Dynamics User Group events activity (the “photographs”). No payment will be made to you for the use of the photographs. You understand that Dynamics User Group may not be able to return the original photographs that you have submitted. You agree that Dynamics User Group does not need your consent or approval of the finished product or products, and the copy or other matter that may be used in connection with the photographs, or the use to which the photographs might be applied.

