



NAFCC Event Code of Conduct

The National Association for Family Child Care meetings and conferences, we strive to create a professional environment that welcomes people from all walks of life. We want our events to be inclusive, respectful, and harassment-free for everyone, regardless of race, ethnic origin, gender, sexual orientation, disability, physical ability, citizenship, age, socio-economic status, and religion. NAFCC recognizes the diversity of perspectives, knowledge, views, beliefs, opinions, and experiences that all attendees bring to the table.

In order to achieve these goals, speakers, NAFCC staff, participants, and volunteers at our meetings, conferences, and events, both in-person and online, are required to adhere to the following code of conduct:

Behavior that is expected and encouraged:

- Be kind, welcoming, and understanding. Challenge your own preconceived notions, biases, and assumptions. Face differences with honesty and curiosity.
- Be aware of how your actions and words can impact others (even if it's unintentional). Take the time to learn more about how to be inclusive and be willing to listen when others take the time to teach you.
- Be respectful of personal space and boundaries. Give others the opportunity to “opt out” of personal interactions and set boundaries when they are set.
- Be committed in maintaining an educational atmosphere. If you have a product or service you own, do not advertise in conference rooms unless explicitly allowed by your sponsor agreement.

Behavior that is strictly prohibited:

- Speech or conduct that is intimidating, disruptive, offensive, discriminatory, derogatory, or demeaning.
- Individual attacks on others.
- Comments, written or visual, that are offensive or prejudicial to, or based on, sex, gender identity, sexual orientation or gender expression, racial identity, religious belief, disability, or any other characteristic protected by law.
- Deliberate intimidation of others
- Real or implied threat of professional or financial damage or harm
- Disturbing meetings or events in an inappropriate or repeated manner
- Presentations, postings, and messages should not contain promotional materials, special offers, job offers, product announcements, or solicitation for services. NAFCC reserves the right to remove such messages and potentially ban sources of those solicitations.

Reporting harassment to NAFCC: Report harassment and disruptive behaviors to NAFCC staff at nafcc@nafcc.org.