



Water Environment Association of Texas

WEAT Event Code of Conduct

The Water Environment Association of Texas (WEAT) is a professional, diverse and inclusive organization that champions a culture of respect for all members and attendees at WEAT events. WEAT is dedicated to providing a safe, harassment-free experience for everyone attending events, regardless of gender, race, ethnicity, sexual orientation, age, disability or religion. WEAT will not tolerate harassment of conference attendees, exhibitors, speakers, volunteers, or staff.

This Code of Conduct prohibits anyone present at WEAT organized events, including attendees, exhibitors, sponsors, speakers, volunteers, or staff, from engaging in intimidating, harassing, unwelcome, abusive, disruptive, violent or offensive conduct toward others. Derogatory speech, images, and personal insults based on sex, sexual orientation, gender identity, race, disability, religion or ethnicity are prohibited, as is unwelcome sexual attention, touching, stalking, photography, or sexually explicit comments or images. Individuals asked to stop any such behavior must comply immediately. Violators may be subject to expulsion without refund.

Sponsors, speakers, and exhibitors should not use sexualized or offensive images in their presentations, advertising, or booths. Booth staff should not wear inappropriate clothing that create a sexualized environment.

WEAT has a zero tolerance policy for hostile, disruptive or harassing behavior at events that negatively interferes with the experience for others, or makes others feel unsafe. If you feel you are being harassed, or if you observe others engaging in behavior that violates this Code of Conduct, you may seek out WEAT staff, Officers, or contact:

Julie Nahrgang, 210.325.308, Julie@weat.org, Executive Director, WEAT | TACWA
WEAT Team, 512.693.0060, Admin@weat.org

for assistance. WEAT staff and Officers will be briefed on this Code of Conduct and options for remedial action, ranging from warning the offender, contacting venue security or law enforcement, or expulsion from the conference without refund, depending on the circumstances. If you continue to feel unsafe, please let us know so that we can try to assist, such as providing escorts or working with venue security.