The 2020 Virtual Innovation Summit Code of Conduct

The Conrad Team is dedicated to creating a positive and harassment-free environment for all virtual event attendees of the 2020 Virtual Innovation Summit. As this is a community-oriented environment, it is imperative that all participants look out for one another. Although the Conrad staff will be fully prepared to moderate where it can, each Virtual Innovation Summit participant is responsible for their own actions.

As a reminder, when participants registered for the 2019-2020 Conrad Challenge, they agreed to the Conrad Challenge Community Code of Civility. This code remains in place and expected of all participants in addition to the following Virtual Innovation Summit Code of Conduct. All individuals agree to follow all rules, regulations and code of conduct by participating in the Virtual Innovation Summit.

During the Virtual Innovation Summit, all participants must adhere to the guidelines outlined below:

- Follow and abide by all requests given to you by the Conrad Foundation including the Conrad Staff and the Alumni Leadership Council.
- Respect the boundaries of other virtual participants.
- Be courteous to all participants and staff.
- Avoid aggressively pitching your services or products when it is not your time to speak.
- Report any type of inappropriate behavior by emailing info@conradchallenge.org immediately.
- Dress appropriately (Business Casual is recommended)

Examples of encouraged behavior that contributes to a positive virtual environment includes, but is not limited to the following:

- Using welcoming and inclusive language
- Being respectful of differing viewpoints and opinions
- Gracefully accepting constructive criticism
- Showing empathy toward other competitors

Unacceptable Behavior and Consequences

Summit participants seek to learn, network and enjoy themselves during the event, free from any type of harassment. Please participate responsibly and with respect for the rights of others. Violations will be taken seriously.
Conrad Challenge authorities will **not** tolerate the following behavior during the Virtual Innovation Summit:

- Sexual harassment of any kind
- Disruptive behavior, such as talking over other participants or making any kind of unwanted noise
- Behavior that discriminates against any class or group of people
- Violent or threatening behavior
- Any other conduct that could be considered inappropriate in a professional setting

If a participant, in either real or virtual space, engages in inappropriate, harassing, abusive or destructive behavior or language, the Conrad Foundation will determine and carry out the appropriate course of action. Those consequences could include, but are not limited to, warning the offender, expulsion from the event, and/or banning the offender from future Conrad Challenge virtual events and activities.

**What if I am being harassed?**

If during any part of the Virtual Innovation Summit, you believe you have been/are being harassed, observe another participant being harassed, or have any other concerns about a participant’s behavior, please follow the incident reporting procedures below:

- Write down the offender’s username and any other information they may be presenting during the current time of the offense.
- Email this information to info@conradchallenge.org, a team member will be monitoring this email during Summit.

From there, the Conrad Staff will message the offender, evaluate the situation, and determine and carry out the most appropriate course of action.

**Video and Photo Consent**

Registration for and participation in the 2020 Virtual Innovation Summit constitutes an agreement that allows the Conrad Foundation to use and distribute the participant’s image, name and/or voice in photographs, videos, websites, social media, print and digital collateral. If you have questions about this policy, please contact us at info@conradchallenge.org.