



### **HSUS Events Terms and Conditions**

These Terms and Conditions (“Terms”), along with the Events Code of Conduct for the Humane Society of the United States (“HSUS”) apply to any person, guest, registrant, student, speaker, vendor, or exhibitor (“Attendee”) who is present at the Animal Care Expo virtual conference (“Event”). By attending Event, Attendee will be deemed to have accepted these Terms and the Events Code of Conduct for HSUS.

#### **Refund Policy for Animal Care Expo**

Registration fees are non-refundable, all sales are final.

#### **Modification of Program**

HSUS reserves the right, in its sole discretion, to make any changes to the program. Every effort will be made to keep presentations and speakers as represented. However, unforeseen circumstances may result in the substitution of one or more presentation topic(s) or speaker(s). HSUS is not liable for changes in program date, content, speakers, platforms or any other element of the program.

#### **Cancellation of the Event**

HSUS may cancel Event due to circumstances beyond HSUS’ control, including but not limited to, an act of God, government order, disaster, pandemic, or any other emergencies or circumstances which make it illegal, impractical, inadvisable, or impossible for HSUS or other providers of Event to provide the services for Event. Attendee registration may be cancelled for any one or more of such reasons by emailed notice from HSUS to the Attendee without liability on the part of HSUS. In the event of such cancellation, HSUS will not be held liable to attendees for any damages, losses or costs incurred, including but not limited to transportation and accommodation costs.

#### **Disclaimer of Warranties and Limitation of Liabilities**

HSUS makes no representations or warranties of any kind, express or implied, as to the operation of the virtual events platform, hosted by third party vendor 6Connex. Attendee expressly agrees that your use of this site is at your sole risk. HSUS will not be liable for any

damages of any kind arising from the use of this site, including, but not limited to any outages that may occur during the live days of the Event.

### **Speakers, Presenters, and Vendors**

The HSUS endeavors to have speakers, presenters and vendors knowledgeable in their subject areas. Views expressed and materials distributed by speakers, presenters, and vendors during Event are solely those of the speakers and not of the HSUS. The HSUS disclaims any and all liability arising out of Attendees' reliance on any speaker's or presenter's statements or materials.

### **Photography & Filming of Attendees**

Photography, audio and video recording may take place during Event. Attendees hereby grant HSUS and its licensees, affiliates, employees, and representatives permission to record them at the Event, and distribute and publish (both now and in the future) the Attendee's name, image or voice in video and/or audio recordings, broadcast, rebroadcast, electronic reproductions. I consent to and authorize, in advance, such use and waive any rights of privacy and/or publicity I may have in connection therewith.

### **Photography, Recording, and Press**

HSUS appreciates all coverage of Event. Photography, audio recordings, and video recordings, including screen shots, are permitted for personal, non-commercial use. Prior written consent of HSUS is required for all other reproductions or uses.

### **Prohibited Conduct**

Disruptive Conduct. You acknowledge and agree that HSUS reserves the right to remove you from the Event if HSUS, in its sole discretion, determines that your participation or behavior creates a disruption or hinders the Event or the enjoyment of the Event content by other attendees. Attendees are prohibited from messaging other attendees about products or services without the prior written permission of HSUS.

### **Accessibility Services**

HSUS is committed to conducting Event in compliance with the Americans with Disabilities Act and to making all reasonable arrangements that will allow participation in Event. Attendees who require assistance during an HSUS event should request it by emailing [events@humanesociety.org](mailto:events@humanesociety.org) with any questions or for additional assistance.

### **Severability**

If any term or other provision of this Agreement is determined by a court of competent jurisdiction to be invalid, illegal or incapable of being enforced, all other terms, provisions and conditions of this Agreement shall nevertheless remain in full force and effect.

## **Disclaimer**

HSUS will provide Attendee access to the Event. Attendee is solely responsible for obtaining and maintaining, at Attendee's own expense, all equipment needed to access the Event, including but not limited to Internet access and adequate bandwidth.

USE OF OR CONNECTION TO THE INTERNET PROVIDES THE OPPORTUNITY FOR UNAUTHORIZED THIRD PARTIES TO CIRCUMVENT SECURITY PRECAUTIONS AND ILLEGALLY GAIN ACCESS TO THE EVENT AND CUSTOMER DATA. ACCORDINGLY, HSUS CANNOT AND DOES NOT GUARANTEE THE PRIVACY, SECURITY OR AUTHENTICITY OF ANY INFORMATION TRANSMITTED OVER OR STORED IN ANY SYSTEM CONNECTED TO THE INTERNET.

## **Reservation of Rights**

HSUS reserves the right to amend these Terms and/or its Events Code of Conduct at any time without prior notice. Such amendments will be posted at the Event and on the HSUS website and will supersede any previous Terms.

*Last Updated: 11/24/2020*

### **Events Code of Conduct for The Humane Society of the United States**

**HSUS is committed to creating a safe, productive, and harassment-free environment for all. We expect all attendees to conduct themselves in a manner characterized by professionalism, courtesy, and respect.**

All attendees (including but not limited to guests, speakers, sponsors, exhibitors, volunteers, and HSUS staff) at HSUS events are required to follow this Code of Conduct.

The following behaviors are prohibited at HSUS events:

- Illegal or disruptive behavior that interferes with the conduct of reasonable business or any other attendee's safety or comfort at the event.
- Behavior that impedes or prevents accessibility services or requests.
- Personal attacks and/or offensive verbal or written comments.
- Physical or verbal abuse.
- Bullying, stalking, intimidation, or threatening behavior.
- Inappropriate physical contact, sexual attention or sexual advances, requests for sexual favors, or unwelcome sexual banter.
- Discrimination or derogatory communication based on age, disability, race, ethnicity, gender, religion, sexual orientation, familial status, or any other basis protected by federal, state, or local laws.

Attendees who are asked to stop or amend such behavior, by a moderator or any HSUS virtual event staff, are expected to comply immediately.

HSUS reserves the right to refuse entry to or remove any party from the event at any time. All determinations are at the sole discretion of HSUS, and the decision of the leading HSUS representative will be final. Severe breaches of this Code of Conduct may result in disqualification from participating in future events and/or notification of law enforcement.

This Policy applies to all HSUS meeting-related events, including those sponsored by organizations other than HSUS but held in conjunction with HSUS events, on public or private platforms

If you have questions about this Code of Conduct or witness or are subject to inappropriate behavior, you may notify an HSUS staff member or email [events@humanesociety.org](mailto:events@humanesociety.org). If you witness or are subject to behavior that constitutes an immediate or serious threat to public safety or a criminal act, please call 911 immediately.

**Your attendance at or participation with any HSUS event means you agree to this Code of Conduct. Together, we can make the animal welfare movement a more inclusive space by respecting everyone. We value your assistance in creating a safe and welcoming environment.**

**Last updated: November 24, 2020**