



Annual Fall Conference Educational Programs Code of Conduct Copyright Notice

Principles and Expectations

All individuals deserve optimal learning environments. MSCA is committed to ensuring participants have the right to:

- Be respected and treated with dignity.
- A physically and emotionally safe, inclusive and healthy learning environment, both in-person and on digital platforms, free from abuse, bullying, harassment, discrimination and any other forms of violence.
- Information and support needed to enhance self-development and affirmation within one's group identities.
- Privacy that is honored to the greatest extent possible.

"Participant" in this policy refers to anyone present at the MSCA Fall Conference or educational programs (both in person or online), including staff, contractors, vendors, exhibitors, venue staff, members and all attendees.

By registering for or attending an MSCA conference or educational programs (in person or online), you agree to refrain from conduct that is disruptive or destructive and are expected to avoid any discrimination, intolerance, inappropriate actions, harassment, aggression, ill-will or statements based on individual characteristics such as age, culture, race, religion, ethnicity, sexual orientation, gender, gender identity, gender expression, disability, physical appearance, body size, marital/partnership status, nationality, language preference, socioeconomic status, immigration status, political affiliation, ability status, educational background or any other characteristic.

Harassment, including but not limited to sexual harassment, or disruptive behavior of any kind will not be tolerated. This includes, but is not limited to, any behavior or language that is inappropriate, aggressive or intimidating; unwelcome jokes or comments; unwanted touching or attention; stalking; harassing photography or recording; offensive or sexually oriented images; and aggressive physical behavior. Promoting or encouraging any of the above behavior is likewise prohibited.

MSCA reserves the right to take any necessary and appropriate action against a participant who engages in any form of harassment or inappropriate behavior in violation of this policy, including removal of the participant from the program. If there is a question of immediate danger, action may be taken to ensure the immediate safety of all participants regardless of any procedure that may follow. Individuals asked to leave the event will not receive a refund and may be prevented from

registering for future MSCA events.

Reporting Unacceptable Behavior

If you are being harassed, notice that someone else is being treated poorly, or have additional concerns, please say something. MSCA staff can be found on site at the information desks at live events during registration hours. For virtual event participants, please contact designated support staff or session moderators. Contact msca@c2cpro.solutions to report incidents at any time of the day.

We expect all participants to follow this Code of Conduct at all event venues, all related social event venues, in the virtual environment and across media channels. The policy may be revised at any time by MSCA without notice. In the event of an emergency, please contact local authorities immediately.

Copyright Policy

All intellectual property rights in and to the MSCA Annual Conference ("the Event"), the content and all materials distributed at or in connection with the Event are owned by the Missouri School Counselor Association ("MSCA") and/or the Event sponsors or speakers presenting at the event. You may not use or reproduce or allow anyone to use or reproduce, any of MSCA's trademarks, and/or any materials distributed at or in connection with the Event for any reason without the prior written permission of MSCA and the presenting speaker.