

South Shore Realtors® Virtual Programs Code of Conduct

South Shore Realtors® is committed to providing a safe, productive, and welcoming environment for all meeting participants and Association staff. All participants, including, but not limited to, attendees, speakers, volunteers, exhibitors, staff members, service providers, and all others are expected to abide by this Virtual Programs Code of Conduct. This Policy applies to all South Shore Realtors® meeting-related events, including those sponsored by organizations other than South Shore Realtors® but held in conjunction with Association events, on public or private platforms.

South Shore Realtors® has zero-tolerance for any form of discrimination or harassment, including but not limited to sexual harassment, by any participants or our staff at our meetings. If you experience harassment or hear of (or observe) any incidents of unacceptable behavior, the Association asks that you inform either Rachel Tristano, Chief Executive Officer, rtristano@southshorerealtors.com or 708-567-1376, or Marie Souza, Director of Professional Development, msouza@southshorerealtors.com or 781-826-4139 to ensure appropriate action can be taken.

Unacceptable Behavior is defined as:

- Harassment, intimidation, or discrimination in any form.
- Verbal abuse of any attendee, speaker, volunteer, exhibitor, Association staff member, service provider, or other meeting guest.
 - Examples of verbal abuse include, but are not limited to, verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, inappropriate use of nudity and/or sexual images in public spaces or in presentations, or threatening or stalking any attendee, speaker, volunteer, exhibitor, Association staff member, service provider, or other meeting guest.
- Disruption of presentations during sessions, in an exhibit hall, meeting room, or at other events organized by South Shore Realtors® throughout the virtual meeting. All participants must comply with the instructions of the moderator and any virtual event staff.
- Presentations, postings, and messages should not contain promotional materials, special offers, job offers, product announcements, or solicitation for services. South Shore Realtors® reserves the right to remove such messages and potentially ban sources of those solicitations.
- Participants should not copy, record or take screen shots of Q&A or any chat room activity that takes place in the virtual space.

South Shore Realtors® reserves the right to take any action deemed necessary and appropriate, including immediate removal from the meeting without warning or refund, in response to any incident of unacceptable behavior, and South Shore Realtors® reserves the right to prohibit attendance at any future meeting, virtually or in person.