



CONFERENCE CODE OF CONDUCT

FOR THE US AUTISM ASSOCIATION'S 2023 ANNUAL CONFERENCE

WELCOME

Welcome to the 2023 Annual Conference (our “**Conference**”) of the US Autism Association (“**We**” or the “**Association**”)! We intend to make this conference a real eye-opening experience for you and all other speakers and attendees in our community (“**Attendees**”). We want to ensure that everyone has a pleasant experience at the Conference and therefore we require all Attendees to adhere to this Code of Conduct. We reserve the right to cut off access to the Conference and any website, conference or event of the Association for anyone (which may be with or without fee reimbursements, in our sole discretion) who does not comply with this Code of Conduct, as well as, in the case of suspected illegal behavior, contacting the proper authorities.

BE YOUR BEST SELF

Be you, but be your best you. Be truthful, ethical, and professional – in other words, behave and dress in the way you would expect someone to behave at an in-person professional event. While this would be true in general, because of our Association’s main focus, our Conference could be attended with many persons having different sensibilities and tolerance levels, and conducting the Conference online and not in person makes it particularly difficult to gauge other’s reactions. Therefore, we are asking you, in turn, to be extra sensitive to other members of our communities.

In particular, at a minimum, we will not tolerate anything that, in our sole discretion, we determine to be excessively improper behavior or attire at the Conference, including, without limitation:

- any suspected theft, assault, fraud or other criminal activity, violence, or other illegal, hurtful or unsafe behavior;
- any form of threat, bullying, harassment or intimidation;
- any racist, sexist or discriminatory (including, without limitation, on the basis of neurodiversity), inappropriate or otherwise objectionable content (including, without limitation, hate speech, violent and graphic content, graphic depiction of violence, adult or teen nudity or sexual activity, sexual solicitation, etc.);
- any fraud, lies, misrepresentation, including misrepresentations about your or someone else’s identity, experience, or purpose for attending the conference;
- any posting on a Conference website or other public disclosure that does not respect someone else’s privacy or intellectual property;
- any public disclosure, such as a posting on a Conference website, that includes, directly, indirectly or through a link access, someone’s personally identifiable information without their prior written consent, provided to the Association in advance (including passport numbers, social security number, exam numbers, government IDs, student IDs, passports, digital identity information, medical/psychological, biometric or genetic records, name, address, photographs of the person or their residence, email, messenger or chat identities); or

- any disruption or threat to the conduct of the Conference or to the safety or well-being of our speakers, attendees or guests, including any organized or other protest; or
- any language or action that incites or promotes any of the behaviors above.

In fact, we reserve the right to report any posting to appropriate governmental authorities if we feel, in our sole discretion, that this reporting is necessary or appropriate.

DO NOT CARRY OR USE GUNS OR WEAPONS OF ANY KIND

We would be grateful if you would not carry or use any guns, knives or other weapons of any kind at the Conference. This is not a political statement. We have nothing against responsible gun owners or responsible gun ownership. But we also couldn't think of any use for weapons during the Conference and would be grateful if you could be separated from any weapon you might have for a few hours. It will help everyone focus on the Conference.

IF YOU ARE NOT A SPONSOR, DO NOT ACT LIKE A SPONSOR

The Conference is an opportunity for all of us to learn and come together as a community. Unless you have notified the Association otherwise and the Association has agreed to your attendance for such purpose, by attending the Conference, you certify that your sole purpose is your personal education, the education of others and the building of a strong community of interest. We are determined not to allow anyone to use our Conference as a platform for unrelated purpose. We have official sponsors at the Conference, and they are selected by the Association, identified as such and subject to various agreements with the Association. We will not tolerate anyone else using the Conference to sell their products or services to our community in any way that may be deceiving, misleading, etc. If you have products or services to sell, please contact us about being a sponsor. Otherwise, please do not use our Conference for anything other than what it is intended to – for all of us to learn and continue to build our community.

AND TAKE APPROPRIATE PRECAUTIONS

It is obvious to all of us in a world where COVID-19 exists that attending a conference in-person comes with certain inherent risks and you are attending the Conference at your own risk and assume all of these risks and that, unless the Association causes you harm on purpose, the Association is not responsible for any harm that may follow. These risks include getting sick (i.e. catching COVID-19, other diseases, etc.), getting hurt, etc. and other risks that are inherent to attending a conference in our era. In this era, we all have learned what appropriate level of risk we are comfortable with, and masks or vaccinations are not mandatory. It is always possible that local laws or regulations or even recommendations from local officials or the general situation changes between the time you register for the Conference and the time of the Conference and you understand that as a result the Association may impose additional requirements for attendance and that, if that happens, you will have to comply with these precautions to attend the Conference and may lose your registration fees if you do not wish to attend or comply. But as of now the Association has not imposed any such requirement. Nevertheless, at this stage, we understand that everyone has determined the level of precautions they are comfortable with and you are welcome to attend the Conference wearing masks, gloves or any other protections you feel comfortable with and we ask that, conversely, you respect everyone else's choices. We ask you to remember that everyone's story is different and that someone else's choice is often determined by circumstances, such as for example family members with particular sensitivities, that will not be immediately apparent to you.

The Conference may also be delayed or shortened or cancelled due to various events beyond our control or other force majeure events and, if this occurs, the Association will decide whether to refund any or part of registration fees and may decide not to refund any registration fees.

IF YOU ARE NOT EXPRESSLY AUTHORIZED TO SPEAK FOR THE ASSOCIATION, DO NOT SPEAK FOR THE ASSOCIATION

The Conference is an opportunity to hear various opinions and points of view. These may or may not reflect the views of the Association. Even if someone is an officer of the Association, they also have personal views and those may not reflect the views of the Association. Therefore, unless someone is an officer of the Association and explicitly states that they speak for the Association, they do not. Their views are their own and are not endorsed by the Association. Enjoy them, learn from them but please do not blame us for them or hold us responsible. Listening to someone is part of learning and do not necessarily mean agreeing with someone.

DO NOT SHARE OR TRANSFER YOUR ADMISSION PASS

When you register for the Conference, you will be assigned a name tag or other pass to access to the Conference (“Access Pass”). Your Access Pass is assigned to you. You may not transfer it or share it without the consent of the Association. Please contact us if you wish to request to transfer your Conference registration and your Access Pass.

AND PLEASE DO NOT RECORD OR BROADCAST THE CONFERENCE

Of course, you may take pictures, selfies and short videos at the Conference for your personal use and post them on social media – like you may do at every other Conference. Also, if you have identified yourself to the Association as a representative of the media, whether traditional media or social media influencer or any other media, and the Association has granted you access to the Conference for such purposes, you may take pictures for such purposes and, if the Association separately permitted you to do so, make certain limited video recordings at the Conference. And if you have any type of medical condition that requires you to make audio recordings of the presentations and replay them to help you understand them, please do so – but only for that purpose and please erase these recordings afterwards. But, other than for these purposes, please do not record the presentations of our speakers and do not make live broadcasts at the Conference (including through TikTok or Instagram or similar life feeds on social media), particularly for commercial purposes. We are recording the Conference and will make it available afterwards. All of these videos (including any question you may have and any discussion you participate in) are the property of the Association and, other than for the purposes above, the Conference may not, in whole or any part, be used, saved, recorded, reproduced, broadcast transmitted without the Association’s prior written consent. Please contact us if you wish to use any portion of your Conference for your publications or presentations or for other commercial purpose.

BUT UNDERSTAND THAT THE CONFERENCE IS PUBLIC AND RECORDED

Note that the Conference is a public event and, if you choose to attend the Conference, your picture may be taken just like it could be taken if you were walking in the street, both by the Association but also by any members of the media present and by other conference attendees. We may also use your picture, and any comments you make at the Conference (whether as part of a formal presentation or if captured outside of a presentation in our other more informal gatherings that are part of our Conference) in our advertising and other marketing materials without any further permission for you and without you having any right to any type of compensation for such use.

AND THAT THE ASSOCIATION OWNS ALL RIGHTS TO THAT RECORDING

If you participate in the Conference, for that purpose and consideration, you hereby grant to the Association and the Association’s assigns, licensees and successors the following royalty-free rights throughout the world and in perpetuity to the following:

A. the exclusive right to use your name, voice, photograph, likeness and biographical information in all forms and media including composite or modified representations for the purposes of promoting, advertising, and archiving the Conference.

B. the exclusive right to photograph, audio, or video record you during the Conference, and use such material for any purpose, including to obtain revenues.

C. the exclusive right to broadcast, display, publish, reproduce, edit, sell, transmit and distribute all or any part of the Conference, and any derivative works, screenshots, transcripts and photographs created from or with it, over television, cable, the Internet, or otherwise for any other webcasting, broadcasting, and live audio or video streaming.

D. the exclusive right to make, sell and distribute digital recordings and transcripts of the Conference and use them for any other purpose. This authorization explicitly includes the use of your name, likeness, voice and/or pre-approved biographical information for the purpose of publicizing any broadcast, webcast, distribution, publication, or exhibition of the Conference or portions thereof.

E. the exclusive right to engage an authorized agent or provider to do any of the foregoing or to sell or assign any of the rights above to any third parties.

You waive the right to inspect or approve versions of your name, image, voice, likeness, photograph, biographical information, or the written copy that may be used in connection with same in the exercise of the rights granted above. The Association, by capturing the Conference (“**Recording**”), will become the copyright owner of that Recording. To the extent that you have any rights in the Recording, you hereby assign all rights, title and interest in the Recording to the Association.

You understand and agree that the Association authorizes members of the media, which may include print, radio, TV, internet or other journalists, to attend the Conference and that the media may reproduce and publish part of the Conference. You hereby release and discharge the Association and the Association’s officers, employees, agents, assigns, licensees and successors from any and all claims, demands, and causes of action that may arise by reason of its exercise of the rights herein including, without limitation, any claims of defamation, invasion of privacy, or infringement of moral rights, rights of publicity or copyright.

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