



# TWO Event Participant Code of Conduct

Texas Women's Outdoors, LLC ("TWO"), is committed to creating and maintaining an engaging and productive event environment in which all individuals are treated with respect, dignity, welcoming and free from any form of harassment or other discrimination. This TWO Event Participant Code of Conduct "TWO Event Code of Conduct" guides everyone who participates in or attends any TWO Event, including members, non-members, trainers, speakers, sponsors, vendors, contractors, volunteers, and other guests ("Attendees"). TWO wants to ensure that all attendees understand what behavior is expected and what behavior will not be tolerated at a TWO Event. The TWO Event Code of Conduct, includes social media platforms, any venue, ranch, farm, national or state park, any body of water, hotel, meeting room, and/or range where a TWO Event takes place, as well as off-site locations where Event-related social gatherings take place.

## I. Expected Conduct

Attendees shall:

- a. Be considerate and respectful to each other;
- b. Refrain from harassing, discriminatory, or demeaning conduct;
- c. Alert a TWO representative (Coordinator/Owner) or staff if they observe any conduct that violates the TWO Event Code of Conduct;
- d. Comply with all rules, policies, and procedures of the facilities at which any Event is being held; and
- e. Comply with all applicable laws and regulations in the state where the Event is being held.

## II. Unacceptable Conduct

TWO expressly prohibits harassment and discrimination based on race, color, religion, national origin, sex, age, pregnancy, genetic information, military and veteran status, marital status, personal appearance, gender identity or expression, sexual orientation, disability or perceived disability (physical or mental), family responsibilities, political affiliation, or any other legally protected characteristic.

Examples of conduct prohibited by this TWO Event Code of Conduct include, without limitation:

- a. Sexist, racist, homophobic, or other discriminatory jokes, slurs, insults, or comments;
- b. Unwelcome sexual advances, whether verbal or physical;
- c. Public Intoxication whether by alcohol or drug use;
- d. Stalking, whether in person or online;
- e. Unsportsmanlike conduct, which includes, without limitation:
  - I. Non-participation in group events
  - II. Expectations of preferential one-to-one treatment during group events
  - III. Interfering with the duties of the owner/guide hosting event
  - IV. Defamatory Social Media post
  - V. Threatening or intimidating language or physical conduct
  - VI. Malicious personal gossip
- f. Inappropriate photography or recording

## III. Reporting Procedure

If any Attendee believes she or another Attendee has been subject to conduct that violates this TWO Event Code of Conduct, or witnesses such conduct (this included, but is not limited to owners/guides of facilities that the TWO Events are being hosted at), she should report the violation to a TWO Representative or staff while on-site at the TWO Event or as soon after the TWO Event as possible. Any member of TWO Event staff who receives such a report or witnesses inappropriate conduct must notify a member of the TWO members on-site at the TWO Event, or as soon as possible. All reported concerns will be treated seriously and investigated promptly. All Attendees are expected to cooperate fully and honestly with any investigation.

## IV. Consequences

Attendees asked to stop any harassing behavior are expected to comply immediately. At the TWO's Coordinator/representative sole discretion, any violation of this TWO Event Code of Conduct may result in removal from or denial of access to the TWO Event without a refund of any applicable registration fees, and/or disqualification from attendance at future TWO Events.

## V. No Retaliation

TWO will not tolerate any actual or attempted reprisals or retaliation against individuals who raise in good faith a concern that this TWO Event Code of Conduct has been violated, or who participate in investigating such a concern. TWO takes all allegations of harassment and discrimination seriously and is committed to ensuring a TWO Event environment that is free of any harassment or discriminatory activities.