



## Code of Conduct

Viticus Group's events are designed to increase engagement, collaboration, and community in a fun and safe learning environment. We value the participation of each staff member and participant; we endeavor to deliver an enjoyable and fulfilling experience.

All are expected to conduct themselves with integrity, courtesy, and respect for others and maintain the highest level of professionalism at programs and events, whether officially sponsored by Viticus Group or not.

Viticus Group is dedicated to providing a harassment-free experience for everyone regardless of gender, sexual orientation, disability, physical appearance, race, or religion. We do not tolerate harassment in any form.

All communication should be appropriate for a professional audience, including people of diverse backgrounds and cultures. Sexual language and imagery are not appropriate for any Viticus Group events.

Be kind to others. Do not insult or defame others. Harassment in any form—including sexist, racist, or exclusionary jokes—are not condoned at Viticus Group events.

Participants violating these rules may be asked to leave at the sole discretion of Viticus Group. We reserve the right to deny, refuse, or revoke admission during pre-registration as well as on-site. Viticus Group will have no liability in connection with such an expulsion, and there will be no refund or compensation of any kind associated.

Unless given explicit permission, you may not photograph, create audio recordings, or record video of any presentation or portion of a presentation given by Viticus Group or any speaker(s) and sponsor(s) during an event. You may not simultaneously broadcast or live-stream the presentation or post the presentation on any website.

All participants, guests, speakers, organizers, volunteers, partners, vendors, and staff at any Viticus Group event are required to observe this Code of Conduct.

