



## NPTC Programs Code of Conduct

The National Private Truck Council is committed to providing a safe, productive, and welcoming environment for all meeting participants and NPTC staff. All participants, including, but not limited to, attendees, speakers, volunteers, exhibitors, NPTC staff members, service providers, and all others are expected to abide by this Programs Code of Conduct. This policy applies to all NPTC meeting-related events, including those sponsored by organizations other than NPTC but held in conjunction with NPTC events, including virtual meetings held by teleconference on public or private platforms.

Our aim in hosting NPTC events is to build a stronger community. Our goal is to create an environment where everyone feels welcome to participate, speak up, ask questions, and engage in conversation. This requires a harassment-free and inclusive environment that recognizes the inherent worth of every participant. We invite all those who participate to help us create a safe and positive experiences for everyone.

Unacceptable behavior is defined as:

- Intimidating, harassing, abusive, discriminatory, derogatory, or demeaning speech or actions.
- Real or implied threat of professional or financial damage or harm.
- Verbal abuse of any attendee, speaker, volunteer, exhibitor, NPTC 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, NPTC staff member, service provider, or other meeting guest.
- Inappropriate use of nudity and/or sexual images.
- Inappropriate disruption of meetings or events.

All participants must comply with the instructions of the moderator and any NPTC event staff.

**REPORT HARASSMENT TO NPTC:** Report harassment or disruptive behavior to NPTC General Counsel, Rick Schweitzer, via email, at [rpschweitzer@rpslegal.com](mailto:rpschweitzer@rpslegal.com).

Be mindful of your surroundings and of your fellow participants. Alert NPTC staff if you notice a dangerous situation, someone in distress, or violations of this Code of Conduct, even if they seem inconsequential.

Consequences of misconduct may include:

- Immediate removal from meeting or event without warning.
- Restrictions from future NPTC-affiliated meetings and events, virtually or in person.
- Termination of NPTC membership.

Adopted by NPTC Board of Directors on April 20, 2024.