

Code of Conduct

Vincere Performance Group is committed to fostering a professional, inclusive, and respectful conference experience. By registering and attending our event, you commit to upholding these standards and supporting a welcoming environment for everyone present.

Our Expectations

Everyone at our conference—including attendees, speakers, sponsors, exhibitors, and staff—is responsible for:

- **Demonstrating respect and professionalism** in all interactions; we do not tolerate harassment, discrimination, abusive language, threats, or disruptive conduct of any kind
- **Creating an inclusive atmosphere** where all participants feel valued and heard
- **Maintaining professional standards** throughout all conference sessions, networking events, and sponsored activities
- **Engaging thoughtfully** in discussions and knowledge-sharing with courtesy and an open mind
- **Speaking up immediately** if you witness or experience concerning behavior—notify a member of our team right away

Prohibited Conduct

The following are strictly forbidden at our conference:

- Weapons of any kind
- Illegal substances or controlled drugs
- Harassment, intimidation, or threatening behavior
- Discrimination based on any protected characteristic
- Disruptive or aggressive conduct that interferes with the conference experience

Photography, Video, and Recording

By registering for this conference, you consent to being photographed and/or videotaped, and to the recording of your voice and likeness during conference sessions and activities. Vincere Performance Group may use these materials for educational purposes, marketing, and promotional communications across all platforms and mediums in perpetuity.

If you do not wish to be recorded or photographed, please notify a staff member upon arrival and we will make reasonable efforts to accommodate your request during sessions.

Accessibility and Accommodations

We are committed to creating an accessible and inclusive conference for all participants. If you require accommodations—including but not limited to dietary restrictions, mobility access, hearing assistance, or other accessibility needs—please contact events@vincerepg.com as soon as possible to discuss your requirements.

Reporting Violations

If you witness or experience a violation of this code of conduct, please report it immediately to a staff member or contact Vincere Academy's Director at **202-607-4121**. We take all reports seriously and will investigate promptly. Your report will be handled with appropriate discretion.

Enforcement

Violations of this code of conduct will be addressed promptly and seriously. Depending on the nature and severity of the violation, consequences may include verbal warnings, removal from the conference, prohibition from future events, and/or referral to law enforcement.

Important: Attendees who are asked to leave due to code of conduct violations will not receive refunds or credits for any portion of their registration fee.