



INDUSTRY CODE OF CONDUCT

This Code of Conduct sets forth the industry's collective standards for behavior and professionalism at show sites. It aims to promote a harmonious and respectful environment for all participants. While it serves as a guiding framework, compliance is encouraged for the benefit of all involved.

1. **Identification:** Individuals engaged in industry activities are encouraged to adhere to venue-specific identification protocols and carry valid government-issued photo identification for convenience.
2. **Access to Work Areas:** Following designated access routes to and from work areas is recommended for easy navigation.
3. **Inspections:** Individuals and their belongings may be subject to inspection as a measure to uphold safety and security standards.
4. **Unauthorized Vehicles:** Unauthorized vehicles are prohibited from parking arbitrarily, including the loading dock areas
5. **Motorized Equipment Operation:** The operation of all motorized equipment property must be done safely and in accordance with the appropriate license for each specific piece of equipment. All motorized equipment license(s) must always be in the operator's possession and available upon request.
6. **Violence:** Fighting, physical violence, attempted physical violence, intimidation, creating a disturbance, horseplay, disorderly conduct, and abusive language towards another employee or visitor is strictly prohibited. No threats, pressure, or coercion may be used by any person whose object is to influence customers, users, licensees, exhibitors, clients, contractors, suppliers, or attendees who conduct business strictly prohibited.
7. **Harassment:** We are committed to providing a work environment free from harassment, including sexual harassment. Any harassment is strictly prohibited. Individuals should immediately report any harassment experienced or observed to Security or their employer. All reports will be taken seriously, investigated, and handled appropriately. There should be no retaliation against those who report suspected violations. Retaliation must be reported immediately.
8. **Weapons (non-work related):** Possessing firearms, knives, explosives, or weapons of any kind that are not work-related is strictly prohibited.
9. **Theft:** Theft, attempted theft, misappropriation of property, or aiding/abetting such acts is strictly prohibited.
10. **Drug & Alcohol-Free Workplace Policy:** The consumption, possession, or being under the influence of tested-for-substances or illegal drugs is prohibited.

11. **Solicitation of Gratuities, etc.:** Solicitation or accepting tips, gratuities, or property is strictly prohibited.
12. **Access to Events:** No one should use their identification badge, uniform, or position to gain access to unassigned areas or events unless assigned for work purposes.
13. **Client & Exhibitor Work Interference:** No one should approach or interfere with the work of clients or exhibitors to mandate specific labor work requirements. Any issues or complaints regarding specific labor work rules must be directed to the union steward, general service contractor, and/or the facility. Violations of this provision may result in disciplinary action up to and including removal from the venue.
14. **Signs, Banners, and Handouts:** Distributing any notices, posters, placards, banners, announcements, or distribution of any material or periodicals that the venue or event organizer does not explicitly approve is prohibited.
15. **Smoking:** All individuals must follow the venue's smoking regulations.
16. **Reporting:** The following should be reported: damage to any property or equipment, any unsafe condition or activity, any fire or medical emergency, and all accidents involving physical damage to individuals' property or equipment.
17. **Violations:** In the event of a violation, individuals may be subject to action by the relevant authorities, venue, or event organizers as deemed appropriate.