

NALHFA TERMS AND CONDITIONS

General

NALHFA reserves the right to change, amend, add or remove any of the Terms & Conditions at its sole discretion and without prior notice. If one or more of the conditions outlined in these Terms & Conditions should become invalid, the remaining will continue to be valid and apply. These Terms & Conditions apply to all event participants (attendees, speakers, sponsors and exhibitors).

The views expressed by any attendee, speaker, exhibitor or sponsor are not necessarily those of NALHFA. All attendees, speakers, exhibitors and sponsors are solely responsible for the content of all individual or corporate presentations, marketing collateral and/or advertising.

Code of Conduct

We are committed to creating a safe, productive and welcoming environment that is inclusive and free from discrimination, regardless of race, religion, color, national origin, sexual orientation, gender expression or identity, transgender status, age, disability, veteran or marital status, or any other protected categories under applicable law.

All participants, including, but not limited to, attendees, speakers, volunteers, exhibitors, NALHFA staff members, service providers and all others must abide by the following policy:

Expected Behavior

- Be considerate of those around you
- Be respectful of others and their viewpoints, which may be different from your own
- Be collaborative with others
- Be mindful of your words and actions

Unacceptable behaviors include, but are not limited to:

- Offensive or unwanted behavior or language including, but not limited to, race, religion, color, national origin, sexual orientation, gender expression or identity, transgender status, age, disability, veteran or marital status, or any other similar categories.
- Visual harassment, such as sexual images OR sexual language, including in presentations and slide decks.
- Sexual harassment of any kind, such as unwelcome sexual advances or words/actions of a sexual nature.
- Wearing attire that includes harmful or offensive language or imagery that is not appropriate for a professional setting.
- Disruption of presentations during sessions or at other events organized by NALHFA.
- Abusive action directed at an individual, such as threats, intimidation, or bullying.
- Sharing your NALHFA registration or making event content available to another person(s).
- Possession of a weapon or something that could be construed as a weapon.
- Possession or mention of illegal substances.
- Inappropriate comments or stalking of fellow attendees.
- Nudity is prohibited.
- Any other illegal activity not already covered above.

NALHFA has zero-tolerance for any form of discrimination or harassment, including but not limited to sexual harassment by participants or our staff at our meetings. If you are the subject of, or witness to any violations, you can contact us by sending an email to info@nalhfa.org.

Cancellation by NALHFA

If for any reason beyond NALHFA's control, NALHFA determines that the NALHFA Annual Conference must be cancelled, shortened, delayed, dates changed, or otherwise altered or changed, Participant understands and agrees that NALHFA shall not refund the registration fees paid and that all losses and damages that Participants may suffer as a consequence thereof are their responsibility and not that of NALHFA or its directors, officers, employees, agents or subcontractors. Participants understand that it may lose all monies it has paid to NALHFA for participation in the Annual Conference.

Cancellation by Individual

NALHFA must receive all cancellation requests in writing by April 1, 2024. Email cancellation requests to registration@nalhfa.org. All refunds will be processed 3-6 weeks after the conference and will be assessed a \$95 administrative fee. All sales are final after April 1, 2024. Substitutions are always accepted and can be made by contacting registration at registration@nalhfa.org.

Liability Waiver & Release

In consideration of being allowed to register for and participate in the NALHFA Conference, you hereby warrant and represent that you are age 18 or above and freely waive, release from liability, assume all risks, and covenant not to sue NALHFA or its members, employees, board members, agents, or volunteers for any expense, loss, damage, personal injury, including loss of life, illness, disability, property damage, or property theft or actions of any kind that you may hereafter suffer or sustain before, during, or after the event, unless said expense, loss, damage, personal injury, including loss of life, illness, disability, property damage or property theft or actions of any kind is caused by the sole, gross negligence of NALHFA. This Liability Waiver & Release is specifically binding upon your heirs and assigns and is knowingly given.

Photography/Video

On occasion, you may be photographed, video-taped, or audio-taped in connection with NALHFA events and activities. As a participant of the NALHFA Conference, you agree that NALHFA is the sole owner of all rights in and to the resulting photographs, video footage and recordings, for all purposes related to NALHFA's business (both now and in the future). Your name and likeness may be used by NALHFA in advertising and promotional materials. Participants shall receive no compensation or royalties for appearance in any materials.

Data Privacy

As part of your registration to the NALHFA Conference, NALHFA will use the data you provide to perform analytics on behalf of NALHFA, in connection with the NALHFA Conference, and for such other purposes as NALHFA may approve from time to time. Your virtual registration may include technology that monitors your activities throughout the meeting, such as session attendance.

For more information regarding your personal data rights, please review [NALHFA's Privacy Policy](#).