I. The Code of Ethical Conduct

The Code of Ethical Conduct ("Code of Conduct) is a policy outlining the principles and standards that all employees, members, and third parties acting on behalf of NATAS and its chapters must follow to maintain the high standard of professional conduct critical to the continued prestige of the organization (NATAS) and the National and Regional Emmy Awards.

All NATAS national and regional events are to be a safe, respectful, and inclusive environment for everyone to enjoy and celebrate. This Code of Ethical Conduct applies to all participants at events, competitions, or on our social media channels; to Chapter members, guests, staff, volunteers and vendors.

II. Definition of Ethical Conduct and Practices

NATAS has zero tolerance for discrimination or harassment, illegal, dishonest or unethical conduct. As such, members are expected to refrain from committing any act that will degrade NATAS in society, or prejudice, damage or harm the standing, reputation, welfare and/or best interests of NATAS and its Members. NATAS will not tolerate, condone, or ignore unethical conduct and is committed to enforcing these standards at all levels.

III. Covered Conduct

NATAS and its regional chapters do not tolerate:

• Intimidation or threats

• Inappropriate disruptions

• Unwanted physical contact

• Hurtful language, hate speech, or discriminatory acts

• Physical assault

• Unwanted sexual attention

• Bullying or stalking

• Disorderly behavior as a result of public intoxication or other impairment related to substance abuse

• Any other action or activity which could reasonably be construed as contrary or detrimental to the best interests and reputation of NATAS and its regional chapters.

A present conviction of a felony or other crime of moral turpitude is also a violation of this code of conduct.

Members are responsible for the conduct of their guests as well.

IV. Enforcement

NATAS and its regional chapters reserve the right to remove or ban any person who does not adhere to the Code of Conduct:

• If you are asked to stop any harassing behavior, you must cease the behavior immediately.

• If you experience or witness any form of harassment or violation of this Code of conduct, contact:

(i) The nearest NATAS staff member

(ii) The nearest Chapter Board of Governor

(iii) You may submit an email complaint to northwest@emmyonline.tv

Alleged violations of this Code of Conduct shall be reviewed and resolved in accordance with procedures adopted by NATAS Bylaws and/or Chapter Bylaws. Violations of the Code of Conduct may result in disciplinary action, up to and including but not limited to being refused admission or ejected from an event, being barred from future events, disqualification or suspended from participation in NATAS or Chapter competitions, or the suspension or expulsion of membership.

This Code of Conduct is subject to change and may be amended, supplemented or superseded by one or more separate policies without further notice. All Members are responsible for continuous review of this Code.

*Updated April 19, 2023*