

INTERNATIONAL ASSOCIATION OF FAIRS AND EXPOSITIONS

Code of Conduct - 2025

Like any vibrant and thriving organization, the IAFE's success is wholly dependent on its member fairs, associate members, sponsors and those attending and presenting at its Annual Convention and many other events throughout the year. The spirit of camaraderie, fellowship, kindness, and civility is the glue that binds us together. Many describe their colleagues in the fair industry as "family." In order to preserve the unique character of this extraordinary industry, and encourage, promote and ensure that our attendees and presenters project the highest standards of ethical, professional and personal conduct, the IAFE publishes this Code of Conduct ("**Code**") that is applicable not only to its Annual Convention, but to all persons attending or presenting at the many events hosted by it throughout the year such as the Management Conference, Field Trips, Seminars, Young Professional Events and IFM Management Summit.

1. I am aware and acknowledge that the City of Denver and Colorado Convention Center's ("**CCC**") rules and regulations **do not permit me to open carry or carry a concealed weapon**, and that it is a crime to do so. I also acknowledge that the CCC is a smoke-free facility.
2. I will assist my fellow members, share new knowledge with them, and encourage them individually and collectively to achieve and maintain the highest standards for our industry.
3. I will recognize the authority of the IAFE Officers, Directors and Staff in all matters related to its functions and its interpretation of the Code.
4. I believe that each individual who benefits from the IAFE organization has an obligation to work for its improvement, and he or she likewise has an obligation to refrain from any action that would reduce or restrict the most effective operation of this organization, or cast the IAFE in a negative light.
5. I am aware that the 2025 IAFE Annual Convention and Trade Show may include sessions that **MAY** be recorded and/or broadcast via the internet or other methods to the 2025 IAFE Convention and Trade Show Attendees in remote locations that are not physically present at the 2025 IAFE Annual Convention and Trade Show. I agree that my oral or written contributions to any and all recorded sessions, or my image or voice, may be viewed or listened to at or after the conclusion of the 2025 IAFE Annual Convention. I assign all my rights, title and interests in copyrights resulting from my oral or written contributions to recordings of any and all sessions and activities of the 2025 IAFE Annual Convention, to the IAFE.
6. In attending or presenting at any of the events or sessions of the IAFE, I commit to the principles of civility, honor and dignity in my conversation, demeanor and conduct at all times. In this respect, I covenant and agree:
 - A. To be courteous and respectful to all people at all times;
 - B. Not to use profanity or cursing, or engage in aggressive or threatening behavior;

- C. Not verbally attack or insult any member fair, associate member or IAFE Board member or Staff, and allow others in the session to freely express an opinion concerning the topic being discussed without interruption or attack;
 - D. Not make written or oral statements that advertises, promotes, or make offers or, are a call to action, relating to any product or service in an educational session;
 - E. Not make written or oral statements that infringe on copyrights or trademarks, or that consist of material created in whole or in part by generative artificial intelligence that infringes copyrights or trademarks, or that are defamatory, abusive, profane, threatening, offensive, harassing or bullying, or that are related to gender, sexual orientation, disability, physical appearance, body size, race, religion, or national origin;
 - F. Not make written or oral statements that either expressly or impliedly lead to price fixing, a boycott of another's business, or other conduct intended to illegally restrain or restrict free trade; and
 - G. Not to interrupt, disturb or disrupt any meeting or educational session. Disruptive behavior may include, but not be limited to: (1) interrupting another person when they are speaking; (2) shouting, yelling or speaking loudly with an angry tone; (3) engaging in name-calling against an individual; (4) making obscene gestures (i.e. middle finger) during the meeting; (5) refusing to comply with requests to refrain from disruptive behavior; (6) behaving in such a manner as others in the meeting are prevented from seeing or hearing the presentation; (7) standing on chairs or tables; (8) bringing in signs to the meeting unless first authorized by IAFE staff; and (9) wearing any article of clothing or accessory that contains obscene words or imagery.
7. I will not write or say anything that I would not want the world to see or that I would not want anyone to know came from me as sessions and meetings may be streamed as they occur and can be recorded for use and publication by the IAFE following the close of the meeting.
8. I acknowledge that by attending any public meetings, there is a likelihood that I will come into direct contact with people who are sick and have illness which may easily be transmitted to other people including myself. At a minimum, I agree to adhere to safety protocols put in place by the IAFE, my personal physician, the State of Colorado, City of Denver, the Colorado Convention Center, other convention facilities, and any of the hotels contracted by the IAFE. I voluntarily agree to assume all risks related to exposure to infectious diseases whether those risks are known or unknown, and irrespective of whether the IAFE is deemed negligent or not. In addition, I release the IAFE, and its officers, directors, staff and agents, from any and all liability for any bacterial or viral, or other illness I may have received at or during the period of the Annual Convention. I agree to report to an IAFE Staff Member at any time if I feel unwell or if I am experiencing flu-like symptoms.

License and Content Control

The IAFE Meeting is provided as a service of IAFE. By participating in the 2025 IAFE Annual Convention and speaking or making written statements during the proceeding of the 2025 IAFE Annual Convention you grant to IAFE the nonexclusive, world-wide, transferable right and license to display, copy, publish, distribute, transmit, print, and use that information or material in any way and in any medium, including but not limited to print or electronic form.

The IAFE reserves the right to remove any content from recordings of sessions that does not comply with this Code of Conduct. The IAFE may remove from participation or deny participation in the meeting proceedings anyone who in the sole discretion of the IAFE Staff is deemed to be in violation of this Code of Conduct. I understand and agree that if the IAFE Staff takes such action that I will not be entitled to receive a refund of my registration.

Enforcement of Code

The 2025 IAFE Annual Convention and Trade Show, along with others will be conducted in accordance with this Code of Conduct. I agree, that if in the judgement of the Chairman, President, or any member of the Staff of the IAFE my conduct does not confirm to this Code of Conduct and following written or oral notification of that judgement, I will immediately conform my behavior to the Code of Conduct or voluntarily remove myself and my personal property from the meeting facilities.

Waiver and Release

In exchange for being allowed to participate in the Annual Convention or any of the other events, meetings or sessions held by the IAFE, I forever release, agree to defend, indemnify and hold harmless the IAFE, its directors, officers, employees, volunteers, agents, contractors, and representatives (collectively "Releasees") from any and all liabilities, causes of action, lawsuits, claims, demands, or damages of any kind whatsoever that I, my assignees, heirs, successors, distributees, guardians, next of kin, spouse and/or legal representatives now have, or may have in the future, for injury, death, or property damage or theft, related to (i) my participation in the 2025 IAFE Annual Convention activities including any claims associated with exposure or potential exposure to infectious diseases (ii) the negligence or other acts or omissions of any Releasee, related to or arising out of my contraction of an infectious disease (iii) any claims resulting from exposure to any individuals at the Colorado Convention Center or other convention facilities, or Hotel Properties who have or may have infectious diseases (iv) any claims from others resulting from exposure or potential exposure to me who have or may have infectious diseases (v) any claims resulting from exposure or potential exposure to any IAFE property, Colorado Convention Center or other convention facilities or Hotel property that may hold or contain infectious diseases, regardless of whether the Releasees are negligent or not.

BY CLICKING "ACCEPT" BELOW, I ACKNOWLEDGE THAT I HAVE READ THIS CODE OF CONDUCT AND THE WAIVER AND RELEASE SET FORTH ABOVE. I FULLY UNDERSTAND ITS TERMS, UNDERSTAND THAT I HAVE GIVEN UP SUBSTANTIAL RIGHTS BY ACCEPTING IT, AND HAVE ACCEPTED IT FREELY AND VOLUNTARILY WITHOUT ANY INDUCEMENT, ASSURANCE, OR GUARANTEE BEING MADE TO ME AND INTEND MY ACCEPTANCE TO BE A COMPLETE AND UNCONDITIONAL ASSUMPTION OF THE RISK AND RELEASE OF ALL LIABILITY TO THE GREATEST EXTENT ALLOWED BY LAW, EVEN IF THE IAFE IS DEEMED NEGLIGENT. I FURTHER AGREE TO ABIDE BY ALL THE REQUIREMENTS OF THIS CODE OF CONDUCT.