



## **Civitas Networks for Health 2025 Annual Conference Event Safety, Code of Conduct, and Policies**

Civitas Networks for Health is committed to ensuring that the 2025 Annual Conference provides a safe, productive, inclusive, and welcoming environment for all participants. The event will take place in Anaheim, California, and all attendees, including speakers, sponsors, volunteers, support staff, service providers, and guests, are expected to always comply with the event's Code of Conduct and Health & Safety Policies. Civitas Networks for Health reserves the right to update these policies as needed and will communicate any changes promptly.

### **Health and Safety policy**

Civitas Networks for Health prioritizes the well-being of all attendees and encourages everyone to take necessary precautions to protect their health during the conference. In alignment with guidance from the U.S. Centers for Disease Control and Prevention (CDC), attendees are strongly recommended to be up to date with their COVID-19 vaccinations. The conference will provide masks at the registration desk for any participants who choose to wear one.

By registering and attending the Civitas Networks for Health 2025 Annual Conference, each participant acknowledges that they are voluntarily participating in the event with full knowledge of potential risks, including but not limited to exposure to illness, injury, or other health-related concerns. Civitas Networks for Health assumes no liability for any medical issues that arise as a result of participation.

### **Diversity and Inclusion Statement**

Civitas Networks for Health is committed to fostering an environment where all individuals, regardless of race, ethnicity, nationality, gender identity, sexual orientation, disability, age, religion, or any other characteristic, feel valued and included. The conference is designed to support equitable participation and to ensure that all attendees feel respected and empowered to contribute meaningfully to the discussions and networking opportunities available throughout the event.

### **Accessibility Policy**

Civitas Networks for Health is dedicated to ensuring that the conference is accessible to all participants. The event venue will provide wheelchair-accessible spaces, and reasonable accommodations will be made to ensure that individuals with disabilities can fully engage in all sessions and activities. Requests for accommodations, including but not limited to sign language interpreters, materials in accessible formats, or other



assistance, should be submitted in advance of the event. While Civitas Networks for Health will make every effort to fulfill accommodation requests, the organization cannot guarantee that all requests will be met if received too close to the conference date.

## **Code of Conduct**

Civitas Networks for Health is committed to maintaining a professional, respectful, and harassment-free environment for all attendees. Harassment, discrimination, or inappropriate behavior will not be tolerated in any form. This includes but is not limited to offensive language, discriminatory jokes or comments, unwanted physical contact, intimidation, or any other disruptive or abusive conduct. Any attendee who engages in behavior that violates this policy may be removed from the event without a refund and may be prohibited from attending future Civitas Networks for Health events.

## **Security & Bag Policy**

To ensure a safe and secure conference environment, Civitas Networks for Health may implement security screenings at the venue entrance. Attendees should be prepared to have their bags checked upon entry. Large bags, rolling suitcases, and oversized items may be subject to additional inspection or restricted from certain areas. Weapons, hazardous materials, and illegal substances are strictly prohibited at all times. Conference security personnel and event staff reserve the right to remove any attendee found to be in violation of this policy.

## **Guest & Child Attendance Policy**

The Civitas Networks for Health 2025 Annual Conference is a professional event intended for registered attendees only. Guests, including unregistered individuals, family members, and children under the age of 18, are not permitted in conference sessions, networking events, or exhibit areas unless explicitly stated otherwise. Special accommodations for nursing parents may be available upon request.

## **Wi-Fi & Technology Usage Policy**

Complimentary Wi-Fi access will be available to all conference attendees. Attendees are expected to use the network responsibly and refrain from engaging in activities that may compromise security, such as unauthorized downloads, file-sharing, or hacking attempts. Civitas Networks for Health is not responsible for any data breaches, connectivity issues, or lost work due to internet service disruptions.

## **Alcohol & Substance Policy**

Alcohol may be served at select evening networking events during the Civitas Networks for Health 2025 Annual Conference. Attendees who choose to consume alcohol are expected to do so responsibly. Any disruptive, inappropriate, or intoxicated behavior will not be tolerated and may result in removal from the event without a refund. Illegal substances are strictly prohibited. Civitas Networks for Health reserves the right to take



appropriate action if an attendee's behavior jeopardizes the safety or experience of others.

## **Speaker & Panelist Disclaimer**

The views, opinions, and recommendations expressed by speakers, panelists, or workshop facilitators at the Civitas Networks for Health 2025 Annual Conference are their own and do not necessarily reflect the views or policies of Civitas Networks for Health. The organization does not endorse specific products, services, or viewpoints presented during the conference.

## **Reporting Mechanisms**

If an attendee experiences or witnesses any form of harassment, discrimination, or inappropriate behavior, they are encouraged to report the incident to Civitas Networks for Health staff immediately. Designated staff members will be available on-site at the registration desk, and reports may also be submitted confidentially via email to [contact@civitasforhealth.org](mailto:contact@civitasforhealth.org). All reports will be taken seriously and investigated promptly. Civitas Networks for Health will maintain confidentiality to the extent possible while ensuring that appropriate actions are taken.

## **Refund/Substitution Policy**

Civitas Networks for Health maintains a strict no-refund policy for conference registrations. However, attendees who are unable to attend the event may transfer their registration to a substitute. Requests for registration transfers must be submitted in writing no later than **August 28, 2025**, and must be approved by Civitas Networks for Health. Substitutions requested after this deadline will not be permitted. All substitution requests should be directed to [\*\*contact@civitasforhealth.org\*\*](mailto:contact@civitasforhealth.org).

The 2025 Annual Conference is scheduled to take place in Anaheim, California. In the event of unforeseen circumstances, including severe weather conditions, natural disasters such as earthquakes or wildfires, public health emergencies, government-imposed restrictions, or venue-related safety concerns, Civitas Networks for Health reserves the right to relocate the event to an alternative venue in Anaheim, shift the event to a fully virtual format, or, in extreme cases, cancel the event entirely. If the event is moved to a virtual format, all in-person registrations will automatically be converted to virtual registrations, and any difference in registration fees will be refunded. In the event of a full cancellation, registrants will be provided with details on refund options and credits toward future Civitas Networks for Health events.

Given the potential for unexpected changes, attendees are encouraged to book flexible travel and accommodation arrangements. Civitas Networks for Health is not responsible for any travel or lodging expenses incurred due to venue changes, cancellations, or transitions to a virtual format.

## **Photo and Video Release Agreement**



By registering for The Civitas Networks for Health 2024 Annual Conference, you agree to allow Civitas Networks for Health, invited media, and fellow attendees to capture your image, voice, performances, poses, acts, plays, and appearances during the event. You also consent to the use of your picture, photograph, silhouette, and other reproductions of your physical likeness and sound for the purposes of promoting and showcasing The Civitas Networks for Health 2024 Annual Conference. You understand that these recordings and images may be distributed, advertised, promoted, exhibited, and exploited through various methods and devices now known or developed in the future. You agree not to make any claims against Civitas Networks for Health, its successors, assigns, and licensees, including claims related to invasion of privacy, rights of publicity, or any other civil rights, arising from the authorized use of your likeness and sound as described herein. You release Civitas Networks for Health, its successors, assigns, and licensees from any and all claims, liabilities, demands, actions, causes of action, costs, and expenses, whether known or unknown, related to the use of your likeness and sound as described herein. By attending The Civitas Networks for Health 2024 Annual Conference, you acknowledge that you have read and understood this agreement and agree to be bound by its terms.

## **Data Privacy and Security**

Civitas Networks for Health is committed to protecting the personal data of all attendees and ensuring compliance with applicable privacy laws. Any personal information collected during registration or throughout the event will only be used for conference-related purposes, such as event communications and networking opportunities. Data will be stored securely and will not be shared with third parties without explicit consent.

## **Emergency Procedures**

In case of an emergency during the conference, attendees should follow the guidance of event staff and adhere to evacuation protocols. Emergency exits will be clearly marked throughout the venue. First aid services and designated medical personnel will be available on-site for any immediate health concerns.

For immediate assistance during the event, attendees can contact the Civitas Networks for Health Conference Help Desk by visiting the registration area. Additional emergency contact numbers will be displayed at the registration desk and in the conference mobile app.

By registering for and attending the Civitas Networks for Health 2025 Annual Conference, participants acknowledge that they have read, understood, and agreed to all policies outlined in this document. Civitas Networks for Health is dedicated to ensuring that the event is a positive and valuable experience for all attendees, and we appreciate the cooperation of each participant in upholding these standards.



Signature: \_\_\_\_\_

Print Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_

State: \_\_\_\_\_

Zip: \_\_\_\_\_

Email: \_\_\_\_\_

Date: \_\_\_\_\_