

SPONSOR AGREEMENT

This Sponsor Agreement (the “Agreement”) is entered into on this _____ day of _____, _____ (the “Effective Date”), by and between Legal Conversion Center, a _____ corporation with its principal offices at _____ (“Corporation”), and the National Organization of Social Security Claimants’ Representatives, a 501(c)(6) nonprofit corporation with its principal offices at 1400 K Street NW, Suite 750, Washington, D.C., 20005 (“NOSSCR”) (Corporation and NOSSCR are hereinafter referred to each as a “Party” and collectively as the “Parties”).

1. Definitions

“**NOSSCR Program**” means NOSSCR’s annual conference or other conferences or events where a Sponsor may Sponsor.

“**Sponsor**” means a business, individual, or another organization that provides financial or material support to NOSSCR.

“**Term**” has the meaning given in Section 2 below.

2. Term

The term of this Agreement shall be from the Effective Date and for up to twelve weeks after the NOSSCR Program (the “Term”) unless it is earlier terminated by the Parties in accordance with the terms of Section 8 below.

2.1 Sponsor Promotion

Sponsor may identify itself as a corporate sponsor of NOSSCR during the term as provided in Exhibit A. Except as required by law, Sponsor will not issue any press release or other public statement (including on its website) relating to its Sponsorship without obtaining NOSSCR’s prior consent.

3. Sponsor Recognition

Sponsor will be a corporate sponsor of NOSSCR during the term or for the event specified in Exhibit A. NOSSCR will acknowledge Sponsor in accordance with its customary donor recognition practices and as specified in Exhibit A.

3.1 No Substantial Return Benefit

NOSSCR will provide Sponsor no “substantial return benefit” as defined in Section 513(i) of the Code and accompanying regulations. For clarity, any acknowledgment or identification of Sponsor will (a) be limited to a statement of acknowledgment or thanks and may include display of

Sponsor's marks in accordance with Section 5, and (b) not include any qualitative or comparative language, references to price, savings, or value information regarding any of Sponsor's products or services.

3.2 No Endorsement by NOSSCR

Under no circumstances will NOSSCR be expected to endorse or promote Sponsor or its products or services, nor will any such endorsement or promotion be implied or construed based on NOSSCR's acceptance of Sponsor's payment or acknowledgment or identification of Sponsor. Sponsor will not state or imply, orally or in writing, that NOSSCR, or its respective officers, directors, or employees, endorse Sponsor or its products.

3.3 Non-Exclusive Sponsorship

Unless otherwise provided in Exhibit A, Sponsor's corporate sponsorship is non-exclusive. Sponsor understands that NOSSCR may enter into corporate sponsorship or other similar arrangements with other companies.

3.4 Qualified Sponsorship Payment

The payment contemplated by Section 6 is intended to be a "qualified sponsorship payment" within the meaning of Section 513(i) of the Code, and the terms of this Agreement are intended to fall within the safe harbor established in the regulations under Section 513(i).

4. Intellectual Property

4.1 NOSSCR Marks

NOSSCR grants to Sponsor a non-transferable, non-exclusive, non-sublicensable, revocable license to use, copy, and display the marks set out in Exhibit B ("NOSSCR Marks") for the limited purposes set out in Section 3.

4.2 Sponsor Marks

Sponsor grants to NOSSCR a non-transferable, non-exclusive, non-sublicensable, revocable license to use, copy, and display the marks set out in Exhibit C ("Sponsor Marks") for the limited purposes set out in Section 4.

4.3 Ownership

Each of NOSSCR and Sponsor acknowledges that (a) it has no interest in the other party's marks other than the license granted under this Agreement, (b) the other party will remain the sole and exclusive owner of all right, title, and interest in its marks, and (c) any and all goodwill in the

other party's marks will inure solely to the benefit of the other party.

NOSSCR and Sponsor will comply with any reasonable trademark guidelines that the other may provide. For clarity, nothing in this Agreement is intended to give Sponsor any ownership or other rights in any NOSSCR property or NOSSCR-related property created in connection with the Sponsorship, including, without limitation, intangible property such as trademarks, event attendee lists, or mailing lists.

4.4 Non-Permitted Associations

Sponsor may not use NOSSCR Marks in any manner that suggests or implies endorsement of product, service, political view, or religious belief, including, without limitation, in connection with any campaign activity for or against a political candidate or in connection with any lobbying activity.

5. Payments

The cost for sponsorship is shown on Exhibit A. Payment for sponsorship is due upon confirmation of acceptance as a sponsor. Failure to make payment within ten (10) business days of acceptance will result in cancellation of sponsorship.

6. Independence

NOSSCR and Sponsor are and will remain independent contracting parties. Nothing in this Agreement creates an employment, partnership, joint venture, fiduciary, or similar relationship between NOSSCR and Sponsor for any purpose. Neither NOSSCR nor Sponsor has the power or authority to bind or obligate the other to a third party or commitment in any manner. Any use of the term "partner" or comparable term in any communication is solely for convenience.

7. Conduct

Sponsor will adhere to NOSSCR's Exhibitor and Sponsor Rules, NOSSCR's Code of Conduct, attached as Exhibit D, and all applicable venue rules.

8. Confidentiality

Sponsor will use Confidential Information (as defined below) only in connection with Sponsor's activities under this Agreement and keep it confidential. "Confidential Information" means all information, in any form, furnished to or obtained by Sponsor from NOSSCR including, without limitation, employee, donor, and NOSSCR data, budget and other financial data, program plans and strategies, technical data and research, and know-how. It does not include information which: (a) is or becomes generally available to the public other than as a result of a disclosure by Sponsor; (b) was known by Sponsor prior to its being furnished by NOSSCR; (c) is or becomes available to Sponsor on a non-confidential basis from a source other than NOSSCR; or (d) is independently developed by Sponsor.

9. Non-Compete

During the NOSSCR event for which this agreement applies, and for a period of ten days before and after the event, Sponsor agrees not to:

9.1 Host, organize, or promote any competing event

A competing event is one that is similar in topic, audience, or purpose to NOSSCR. This restriction applies to both on-site events (at the NOSSCR event venue) and off-site events within a 100-mile radius of the NOSSCR event venue.

9.2 Schedule or participate in any competing programming

Competing programming includes, but is not limited to, presentations, workshops, seminars, meetings, happy hours, dinner events, or other activities that would reasonably be expected to draw attendees away from NOSSCR's event.

9.3 Solicit attendees

Sponsor may not actively solicit NOSSCR event attendees to a competing event or to participate in competing programming.

9.4 Remedies

In the event of a breach of this clause, NOSSCR reserves the right to issue a warning, require Sponsor to cease the competing activity, terminate Sponsor's participation in NOSSCR's event without refund, and seek any other remedies available under applicable law.

10. Indemnification

10.1 Indemnification by NOSSCR

NOSSCR will indemnify, defend, and hold Sponsor and its directors, officers, employees, agents, and assigns (collectively, the "Sponsor Parties") harmless against any and all claims, liabilities, losses, damages, and expenses any Sponsor Party may suffer and which arise directly or indirectly from: (a) NOSSCR's performance under or breach of this Agreement; or (b) claims by third parties of infringement, misappropriation, or other violations of intellectual property rights arising out of Sponsor's use of NOSSCR Marks in accordance with the terms of this Agreement. NOSSCR will have no obligation to indemnify any Sponsor Party to the extent the liability is solely caused by such Sponsor Party's gross negligence or willful misconduct.

10.2 Indemnification by Sponsor

Sponsor will indemnify, defend, and hold NOSSCR and its directors, officers, employees, agents, and assigns (collectively, the "NOSSCR") harmless against any and all claims, liabilities, losses, damages, and

expenses any NOSSCR Party may suffer and which arise directly or indirectly from: (a) Sponsor's performance under or breach of this Agreement; or (b) claims by third parties of infringement, misappropriation, or other violations of intellectual property rights arising out of NOSSCR's use of Sponsor Marks in accordance with the terms of this Agreement. Sponsor will have no obligation to indemnify any NOSSCR Party to the extent the liability is solely caused by such NOSSCR Party's gross negligence or willful misconduct.

11. Termination

11.1 Termination on Notice

Either Sponsor or NOSSCR may, on its own, terminate this Agreement by providing written notice of that decision to the other. Such a termination will be effective 30 days after delivery of the notice by the terminating party.

11.2 Termination for Breach

If either party breaches any of its obligations under this Agreement, the non-breaching party may provide the breaching party with written notice of the breach. If the breaching party fails to cure the breach within 30 days after receipt of such notice, the non-breaching party may terminate this Agreement upon delivery to the breaching party of a written notice to that effect, with the termination effective upon delivery of such notice to the breaching party. The non-breaching party may, in its reasonable discretion, determine whether the breach has been cured.

11.3 Termination for Conduct

Either NOSSCR or Sponsor may immediately terminate this Agreement by giving written notice to the other if, based on information about Sponsor not known to NOSSCR at the time this Agreement is signed, it reasonably believes that the other party has engaged or is engaging in conduct, or has been alleged to have engaged in conduct, including, without limitation, conduct involving harassment or discrimination, of a nature which reflects or could reflect materially and unfavorably upon the reputation of the terminating party. Sponsor shall agree to NOSSCR's Sponsor or Exhibitor Guidelines, attached as Exhibit D. Such termination will be effective upon delivery of the notice by the terminating party.

11.4 Consequences of Termination

Upon termination of this Agreement, NOSSCR and Sponsor will cooperate in transition activities to minimize adverse impacts of the termination. NOSSCR and Sponsor will promptly cease use of any Sponsor Marks and NOSSCR Marks, respectively. Sponsor will not be entitled to receive any refund of any payments made to NOSSCR prior to termination. If Sponsor

terminates this Agreement under Section 11.1, Sponsor will be responsible for all remaining payments due as set out in Exhibit A. If Sponsor terminates this Agreement under Section 11.2 or 11.3, Sponsor will have no remaining payment obligations to NOSSCR. If NOSSCR terminates this Agreement under Section 11.2 or 11.3, Sponsor will be responsible for all remaining payments as set out in the Sponsorship Plan. The provisions of Sections 3, 4, 5, 7, 8, and 9 will remain effective after termination.

12. General Provisions

12.1 Entire Agreement

This Agreement, together with the exhibits, expresses the final, complete, and exclusive agreement between Sponsor and NOSSCR, and supersedes any and all prior or contemporaneous written and oral agreements, arrangements, negotiations, communications, course of dealings, or understandings between Sponsor and NOSSCR relating to its subject matter. If there are any inconsistencies between any exhibit and this Agreement, this Agreement will control.

12.2 Amendment

This Agreement may be amended only as stated in and by a writing signed by both Sponsor and NOSSCR, which recites that it is an amendment to this Agreement.

12.3 Severability

If any provision in this Agreement is held invalid or unenforceable, the other provisions will remain enforceable, and the invalid or unenforceable provision will be considered modified so that it is valid and enforceable to the maximum extent permitted by law.

12.4 Waiver

Any waiver under this Agreement must be in writing and signed by the party granting the waiver. Waiver of any breach or provision of this Agreement will not be considered a waiver of any later breach or of the right to enforce any provision of this Agreement.

12.5 Assignment

Sponsor may not assign its rights or delegate its duties under this Agreement to anyone else without the prior written consent of NOSSCR.

12.6 Third-Party Beneficiaries

This Agreement is for the exclusive benefit of Sponsor and NOSSCR and not for the benefit of any third party, including, without limitation, any employee, affiliate, subcontractor, or vendor.

12.7 Notices

Notices and consents under this Agreement must be in writing and delivered by mail, courier, or email to the address listed on this Agreement. These addresses may be changed by written notice to the other party.

12.8 Governing Law and Venue

This Agreement will be governed by District of Columbia law. This Agreement will be governed by District of Columbia law. This Agreement shall be governed by and construed in accordance with the laws of the District of Columbia. Any legal action or proceeding arising out of or relating to this Agreement shall be instituted exclusively in the U.S. District Court for the District of Columbia. Each party irrevocably submits to the exclusive jurisdiction of such courts in any such action or proceeding and waives any objection based on improper venue or forum non conveniens.

12.9 Injunctive Relief

Both parties acknowledge and agree that: (a) any breach by one party of its obligations under Section 5 will result in irreparable harm to the other party which cannot be reasonably or adequately compensated in damages; (b) the injured party will be entitled to injunctive or other equitable relief in respect of such breach or imminent breach; and (c) the injured party will have all other rights and remedies to which it is entitled, at law or in equity, with respect to breach of Section 5, and otherwise with respect to the enforcement of all rights relating to the establishment, maintenance, or protection of their intellectual property.

12.10 Counterparts

This Agreement may be executed in one or more counterparts, each of which will be deemed an original and all of which will be taken together and deemed to be one instrument. Transmission by PDF of executed counterparts constitutes effective delivery.

* * * * *

NOSSCR

By: _____

Name: _____

Title: _____

Date: _____

Sponsor

By: _____

Name: _____

Title: _____

Date: _____

Exhibit A Sponsorship Plan

Sponsorship

Sponsorship name	2025 Spring National Conference Gold Sponsor
Sponsorship payment	\$10,000 (2025 Spring National Conference Gold Sponsor) TOTAL: \$41,000
Payment schedule	Due within 10 days of execution of the contract.
Sponsorship term	Date of signing through 12 weeks after the event.
Event information	Event Name: 2025 Spring National Conference Date: April 23-36, 2025 Venue: Grand Hyatt Washington, Washington, D.C.
Sponsor recognition by NOSSCR	2025 Spring National Conference Gold Sponsor to include: <ul style="list-style-type: none">• Exhibitor space,• prominent logo placement on our website and social media,• five complementary passes (does not include CLE),• logo featured on the event slide show,• co-sponsor of one meal at the conference venue,• co-sponsor of the Scully Dinner,• dedicated thank you post on social media,• 60-second promotional video played each day [preferred 10 am],• Dedicated email blast to NOSSCR members featuring your content, and• Opportunity to provide a small,

	branded promotional gift or item to attendees.
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Sponsor data and contact person

Sponsor address	
Sponsor contact person	Name: Title: E-mail: Telephone:

NOSSCR data and contact person

NOSSCR address	1400 K Street NW, Suite 750 Washington, DC, 20005
NOSSCR contact person	Name: Laura Beth Waller Title: Chief Strategy Officer E-mail: lb.waller@nosscr.org

Exhibit B NOSSCR Marks

NOSCR || NATIONAL ORGANIZATION
of SOCIAL SECURITY
CLAIMANTS' REPRESENTATIVES

NOSCR || NATIONAL ORGANIZATION
of SOCIAL SECURITY
CLAIMANTS' REPRESENTATIVES
CELEBRATING 45 YEARS

NOSCR



NATIONAL ORGANIZATION
of SOCIAL SECURITY
CLAIMANTS' REPRESENTATIVES

CELEBRATING 45 YEARS

NOSCR



NATIONAL ORGANIZATION
of SOCIAL SECURITY
CLAIMANTS' REPRESENTATIVES

Exhibit C Sponsor Marks

Please provide logo in jpeg or png and vector formats to Alyssa Pimentel at alyssa.pimentel@nosscr.org.

Exhibit D Exhibitor and Sponsor Rules and NOSSCR Code of Conduct

What is NOSSCR?

The National Organization of Social Security Claimants' Representatives (NOSSCR) is a specialized bar association for attorneys and advocates who represent Social Security Disability Insurance and Supplemental Security Income claimants throughout the adjudicative process. Since 1979, NOSSCR has been providing continuing legal education to its 3,000 members and public policy advocacy on behalf of its members and the people with disabilities they represent. NOSSCR seeks pragmatic, constructive solutions to modernize and improve the Social Security program.

Exhibitor and Sponsor Priorities

- NOSSCR positions itself as the nation's top provider of continuing legal education ("CLE") in Social Security law and related areas. NOSSCR's educational programs, CLE, conferences, and other events all present unique and valuable exhibiting and sponsorship opportunities. We partner with those who offer products or services that are valuable, interesting, educational, or entertaining for our attendees.
- NOSSCR reserves the right to select exhibitors or sponsors according to NOSSCR's operating and financial decisions, the experience of our attendees, NOSSCR's image and mission.
- To satisfy these priorities, NOSSCR may choose an exhibitor or sponsor that has offered any amount for the exhibiting or sponsorship—not necessarily the highest dollar figure. NOSSCR may choose exhibitors or sponsors according to diversity of offerings, changes from prior events, or the opposite—all according to what NOSSCR determines to be in the best interest of NOSSCR and NOSSCR's members.
- NOSSCR's mission considers NOSSCR members, claimants before the Social Security Administration, and the wider community of disability advocacy.

Exhibitor and Sponsor Rules

To serve NOSSCR's priorities, we insist on the following rules being honored by exhibitors and sponsors before, during, and following events. These rules are implemented by NOSSCR's CEO, who is tasked with establishing our events program.

- Provide NOSSCR with an accurate description of products or services offered by the individual or entity seeking to exhibit or sponsor, including specifics as to what will be offered at a booth or following a click-through on a digital logo to be promoted by NOSSCR.
- Upon request, allow NOSSCR to review a sample of the product or service to be offered, if appropriate.
- Staff all booths with only those individuals who are adult, professional, responsible for the individual or entity exhibiting, aware of and committed to following NOSSCR's events code of conduct.

- Staff all booths with only those individuals, and use only materials, signage, and other devices that are satisfactory to the host/hotel/venue where NOSSCR's event is held.
- By exhibiting or sponsoring with NOSSCR, all exhibitors and sponsors grant NOSSCR and NOSSCR's contractors permission to record, duplicate, and distribute photographs and videos that may include the exhibitor's booth, individuals exhibiting, or individuals representing a sponsor, including for NOSSCR's sale.
- Exhibitors and sponsors must satisfy all of NOSSCR's deadlines for submission of booth details, materials, digital logos, or other items as requested by NOSSCR.
- Exhibitors must arrive at the appointed date and time fully prepared to exhibit.
- Exhibitors may not denigrate NOSSCR, its programs, staff, or representatives in any manner.
- Exhibitors may not defame, slander, or libel any person, firm or corporation, nor disparage any organization, product or service. Exhibitors are invited to NOSSCR's events to display their product or service in a positive and professional manner only.
- Exhibitors and sponsors must dress professionally, avoid crude or offensive language or behavior, adhering to a generally professional approach. All exhibitors and sponsors (and their staff or others attending NOSSCR's events) must be sensitive to the diversity within NOSSCR and the disability advocacy community regarding gender, race, religion, age, ancestry, sexual orientation, national origin, and issues of ableism. Exhibitors may not smoke at the event or the event social functions.
- Exhibitors are reminded that nondiscrimination and disability laws ensure equal access to all participants at NOSSCR events. It is the responsibility of the exhibitor to make its booth space fully accessible to persons of all races, colors, national origins, genders, disabilities and other protected classifications and to comply with all applicable laws and regulations, including without limitation the American with Disabilities Act.
- In response to any concern expressed by a NOSSCR attendee or NOSSCR's staff, NOSSCR reserves the right to demand changes without notice to an exhibitor's booth or the communications used by those staffing a booth.
- The appearance of NOSSCR's exhibitors must be consistent with the high standards of NOSSCR itself, and therefore NOSSCR or a hosting venue may bar exhibitor's staff from eating in a certain location (such as at a booth), attending the event with an animal unless a clear exception has been granted, or otherwise distracting or offending NOSSCR's attendees.
- Exhibitors must agree to limit the service and or materials/products displayed in the exhibit area to those purveyed by the exhibitor, with the exception of proprietary

equipment used for the purpose of demonstrating the materials or services. Such proprietary equipment may not be promoted in any manner.

- An exhibitor may not assign, sublet or share any part of the exhibit space contracted to it. Only division companies with a common parent company may lease booth space jointly, and a minimum of one standard booth per division is required. For program/directory listings, only one company name listing is allowed per each standard booth space.
- During event hours, each exhibit must be staffed by an exhibitor representative.
- All material used by an exhibitor in a booth must be fireproofed and an exhibitor must obtain advance approval from the fire marshal to use open flames, any kind of compressed gas or explosive fuels, heat or other potentially dangerous medium. Exhibitors must furnish copies of all correspondence with the fire marshal to NOSSCR.
- Exhibitors accept full responsibility for compliance with national, state, local, and venue fire safety, disease/illness, and other regulations.
- Exhibitors must display and arrange materials in such a manner so as not to obstruct sight lines of neighboring exhibitors. All booth heights are subject to change based on height restrictions in the exhibit hall.
- Exhibitors agree that NOSSCR does not assume any responsibility for the protection and safety of exhibitors, their representatives, agents, employees, exhibits or property. Any guard service, security room, or other protective measures that NOSSCR may take shall be deemed to be purely gratuitous on its part, and NOSSCR shall have no responsibility for effectiveness or failure of such measures, or for conduct of personnel involved therein. Exhibitors agree to indemnify and hold harmless NOSSCR, including its officers, directors, agents, employees, contractors, assignees, and insurers, and the other exhibitors at the conference from and against any and all claims, losses, damages, liabilities and expenses, including attorney's fees, consultant fees, and court costs, incurred by NOSSCR, the event venue, or other exhibitors in defending against or satisfying or compromising any such claim arising out of any injury to persons or property caused by any act or omission of an exhibitor or its representatives, agents, employees or contractors.
- Exhibitors shall have general liability insurance of not less than \$1,000,000, covering any and all claims for injuries to persons in or upon the assigned booth space, including all injuries or damages from booths, signs, or other apparatus or equipment now or hereafter erected on such space. Exhibitors shall furnish NOSSCR with evidence of such insurance coverage upon NOSSCR's request.
- Full payment must be received with the application to secure one of the selections made by an applicant to be an exhibitor or sponsor. Without full payment, NOSSCR

will not guarantee nor hold any of the applicant's selections. Sponsorships are nonrefundable and are nontransferable.

- Should for any reason a sponsorship not be available, or should other contingencies prevail, which, in the opinion of NOSSCR, would prohibit or greatly limit attendance at the conference, NOSSCR has the right to cancel the event or sponsorship and shall not be liable for any expenses incurred. If this occurs, sponsorship payment made to NOSSCR will be refundable.
- NOSSCR, including its officers, directors, agents, employees, contractors, assignees, other sponsors, and the event venue shall not be held responsible for the effectiveness of "product awareness" through the sponsor's use of sponsorship.
- Each sponsoring company agrees to abide by these rules and regulations when its company representative signs below. These rules and regulations become part of the contract between the sponsor and NOSSCR. NOSSCR has full power of interpretation and enforcement of these rules and may amend them at any time. All matters in question not covered here are subject to the decision of NOSSCR and all decisions shall be binding on all parties affected by them. Sponsors or their representatives who fail to observe these conditions of contract or who, in the opinion of NOSSCR, conduct themselves unethically, unprofessionally, or otherwise inconsistent with these rules may be immediately dismissed from sponsorship without refund or other appeal.
- An approved sponsor logo should be submitted to NOSSCR promptly. If the sponsor's logo changes after approval, it is the sole responsibility of the sponsor to notify NOSSCR and to provide an approved replacement file.
- Sponsorships must be professional and tasteful, enhance the experience for NOSSCR's members, offer the opportunity for potential sponsors to reach a specialized audience, and compliment NOSSCR advertising and exhibit opportunities.
- Should for any reason the selected meeting place not be available for exhibiting or should other contingencies prevail which, in the opinion of NOSSCR, would prohibit or greatly limit attendance at an event, NOSSCR has the right to cancel the event or move the location to another facility or city at the discretion of NOSSCR, and shall not be liable for any expenses incurred by reason thereof. In the event of cancellation of the event, NOSSCR will credit all space charges paid by an exhibitor to the rescheduled event or another NOSSCR product, event, or service.
- Exhibitors and sponsors agree to abide by these terms and conditions when signed below, and these terms and conditions become part of the contract between the exhibitor or sponsor and NOSSCR. This agreement shall be construed in accordance with the laws of the District of Columbia and venue for any lawsuit arising out of this agreement shall be in the District of Columbia. This agreement

constitutes the entire agreement between the parties with respect to the subject matter herein and supersedes all previous written or oral agreements between the parties with respect to such subject matter. Violation of these provisions could result in an exhibitor or sponsor immediately being dismissed or otherwise barred from an event without refund or appeal.

Should an exhibitor or sponsor violate these rules, NOSSCR, at the CEO's discretion, may decline future exhibiting or sponsorship proposals.

Code of Conduct

NOSSCR is committed to ensuring a safe and welcoming atmosphere for NOSSCR members and participants at all NOSSCR events.

We expect all NOSSCR members and participants at NOSSCR events, including attendees, sponsors, exhibitors, contractors, volunteer leaders, vendors, and staff, to abide by this Code of Conduct in all communications with each other and NOSSCR staff and at in-person events, including ancillary events and social gatherings.

- Be considerate and respectful in your speech and actions.
- Refrain from demeaning, discriminatory, or harassing behavior and speech.
- Be mindful of your surroundings and of your fellow participants.

Unacceptable behaviors include, but are not limited to:

- Intimidating, harassing, abusive, discriminatory, derogatory or demeaning speech or actions by any NOSSCR member in written or verbal communications with NOSSCR members or staff or participants at NOSSCR events;
- Harmful or prejudicial verbal or written comments or visual images related to gender, sexual orientation, race, religion, disability, or other personal characteristic;
- Inappropriate use of nudity and/or sexual images in public spaces (including presentation slides);
- Deliberate intimidation, stalking, or following;
- Harassing photography or recording;
- Sustained disruption of talks or other events;
- Unwelcome and uninvited attention or contact;
- Physical assault (including unwelcome touch or groping);
- Real or implied threat of physical harm;
- Real or implied threat of professional or financial damage or harm.

Anyone asked to stop unacceptable behavior is expected to comply immediately.

If you have been subjected to unacceptable behaviors or have any other concerns, please email us at nosscr@nosscr.org to report this conduct. All reports are confidential.

Repeated or serious violations of this policy at NOSSCR events will result in an order to leave the event immediately without a refund. Egregious violations will result in more severe sanctions, including, but not limited to, reporting to local or state authorities, including professional licensing bodies, and a bar on future participation in NOSSCR or its events.

Non-Compete

During the NOSSCR event for which this agreement applies, and for a period of ten days before and after the event, attendee agrees not to:

Host, organize, or promote any competing event.

A competing event is one that is similar in topic, audience, or purpose to NOSSCR without NOSSCR staff consent, which will not be unreasonably withheld. This restriction applies to both on-site events (at the NOSSCR event venue) and off-site events within a 100-mile radius of the NOSSCR event venue.

Schedule or participate in any competing programming

Competing programming includes, but is not limited to, presentations, workshops, seminars, meetings, happy hours, dinner events, or other activities that would reasonably be expected to draw attendees away from NOSSCR's event.

Solicit attendees

Attendees may not actively solicit NOSSCR event attendees to a competing event or to participate in competing programming.

Remedies

In the event of a breach of this clause, NOSSCR reserves the right to issue a warning, require attendee to cease the competing activity, terminate attendee's participation in NOSSCR's event without refund, and seek any other remedies available under applicable law.

If you have been falsely or unfairly accused of violating this Code of Conduct, you should notify NOSSCR's staff or the NOSSCR Membership Standards Committee with a concise description of your grievance.