



## Code of Conduct for AGRO Annual Conference and Membership

The Association of Grain Regulatory Officials (AGRO) is committed to ensuring a respectful, safe, and inclusive environment for all members and attendees during the Annual Conference and throughout the membership. All participants are expected to adhere to the following Code of Conduct:

**1. Professional Conduct:** All members and attendees are required to always conduct themselves in a professional manner, both during the conference and in relation to AGRO activities.

**2. Prohibition of Harassment:** AGRO has a zero-tolerance policy towards any form of harassment, including but not limited to sexual harassment, based on age, color, gender, gender identity, genetic information, disability status, height, marital status, national origin, political persuasion, race, religion, sexual orientation, veteran status, or weight.

**3. Sexual Harassment:** Sexual harassment at AGRO events, whether in-person or online, is strictly prohibited. This includes, but is not limited to, the following behaviors:

- **Sexual Assault:** Any non-consensual physical contact of a sexual nature.
- **Threats or Coercion:** Making insinuations or threats that imply granting or denying sexual favors.
- **Unwanted Sexual Advances:** Initiating or pressuring someone into unwanted sexual advances, propositions, or demands.
- **Sexually Explicit Communication:** Sending sexually explicit emails, text messages, or engaging in any form of unwelcome sexually explicit communication.
- **Sexual Misconduct:** Engaging in sexual misconduct, such as stalking, cyberstalking, voyeurism, or recording/transmitting sexual images without consent.
- **Sexually Degrading Language:** Using sexually degrading language or sounds to describe a person.
- **Unwanted Physical Contact:** Any unwanted and unnecessary touching, patting, hugging, or other physical contact of a sexual nature.
- **Invasive Comments:** Making comments or asking questions about an individual's sexual prowess, deficiencies, or behavior.

- **Offensive Material:** Creating, disseminating, or displaying offensive items or materials, such as photographs, graphics, symbols, video, or audio recordings that disrupt the meeting environment.

**4. Other Inappropriate Behavior or Conduct:** Inappropriate behaviors or conduct, other than what was previously stated, are strictly prohibited at AGRO events. These include, but are not limited to, the following:

- **Threats and Harassment:** Uttering or publishing any threats, intimidating language, or engaging in harassment against other individuals.
- **Physical Altercations:** Engaging in fights or instigating confrontations with others.
- **Bullying and Mistreatment:** Using verbal, physical, or psychological abuse to bully or mistreat fellow members, vendors, or guests.
- **Aggressive or Hostile Behavior:** Behaving aggressively or hostilely, including intimidating others.
- **Instilling Fear:** Attempting to instill fear in others through any means.
- **Belligerent Speech:** Using offensive, disrespectful, or excessive arguing, swearing, or aggressive language.
- **Sabotage or Threats of Sabotage:** Engaging in sabotage or making threats of sabotage against others or their work.
- The Board of Directors retains the right to consider any other behavior or conduct, not previously mentioned, that is, or may reasonably be deemed inappropriate, at their discretion.

**5. Reporting and Investigation:** Any incidents of harassment, including sexual harassment, inappropriate behavior or conduct, should be promptly reported to a member of the Board of Directors. The Board will thoroughly investigate all complaints and take appropriate action.

**6. Disciplinary Action:** Violations of this Code of Conduct may result in disciplinary actions by the Board of Directors, which can include removal from the conference, suspension from AGRO membership, or other necessary measures.

**7. Criminal Behavior:** Any criminal or unlawful behavior will not be tolerated, and AGRO will cooperate fully with the appropriate authorities.

**8. Respect for Others:** All members are expected to treat others, including fellow members, hotel staff, and anyone encountered during the Annual Conference, with respect and professionalism.

**9. Integrity of the Association:** The conduct of all representatives of AGRO reflects not only on themselves but also on their states, organizations, or companies. Upholding the integrity of the Association is essential.

**10. Code of Conduct Enforcement:** The Board of Directors is responsible for enforcing this Code of Conduct, ensuring a positive and productive conference and membership experience.

**Conclusion:** By adhering to this Code of Conduct, AGRO members and conference attendees contribute to a professional, respectful, and inclusive environment. Together, we work towards the advancement of good relations and regulatory standards within the agricultural warehouse agencies and private sector affiliates across the United States and Canada. Failure to comply with this Code may result in disciplinary actions. Let us all commit to upholding the values and integrity of AGRO and working towards our shared goals as professionals.

By signing below, I, \_\_\_\_\_, acknowledge that I have read and understand the AGRO Annual Conference and Membership Code of Conduct. I hereby agree to abide by the principles and guidelines outlined in this Code of Conduct during my participation in any AGRO events, including the Annual Conference and all related AGRO activities.

I understand that AGRO is committed to providing a safe, respectful, and inclusive environment for all participants, and I am dedicated to upholding these values in my interactions with other members, attendees, vendors, guests, and staff.

I commit to treating all individuals with respect, refraining from any form of harassment, and always behaving in a professional and ethical manner. I also understand the importance of reporting any incidents of misconduct, including sexual harassment and other inappropriate behaviors, to the Board of Directors for proper investigation and action.

I am aware that failure to adhere to this Code of Conduct may result in disciplinary action, including but not limited to, removal from the conference, suspension from AGRO membership, or other necessary measures as determined by the AGRO Board of Directors.

By signing below, I affirm my dedication to promoting a positive and productive atmosphere within AGRO and contributing to the advancement of good relations and regulatory standards in the agricultural warehouse industry.

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

**Printed Name:** \_\_\_\_\_

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

[Please sign and return a copy of this page to acknowledge your agreement with the Code of Conduct.]