Attendee Terms and Conditions

By registering for and participating in any event hosted by Connecticut Water Environment Association (CTWEA), you, on your behalf and on behalf of any other third party acting on your behalf (collectively "you" or "Attendee") hereby agree to these Terms and Conditions, with CTWEA as follows:

Participation

You agree to contribute Personal Data for the purpose of participating in the Event. You represent and warrant that the Personal Data you provide to CTWEA shall be accurate and complete. You agree to provide truthful and accurate registration information as requested by CTWEA; and to promptly inform CTWEA of any changes to your registration information. Such Personal Data will only be used by CTWEA as reasonably required for providing services as contemplated hereunder.

Cancellation and Substitutions

Cancellations must be submitted in WRITING at least two weeks prior to any scheduled event and will incur a 25% service fee. Due to Association agreements and guarantees, no refunds will be made on registration fees less than two weeks prior to the event. Registration fees are forfeited if you cannot attend the event for which you are registered.

If a refund is given, it is given in the same format as received: if paid by check, refund is by check; if paid by credit card, refund goes through that card.

Rather than canceling, consider sending a substitute. An organization may submit a request to substitute one person for another in writing. Additional fees may apply if the substitute's CTWEA Membership status is different from the original registrant's (e.g. substituting a Non-member for a CTWEA Member). Badge sharing, or trading and badge reprints are strictly prohibited.

Health & Safety Guidelines

CTWEA's main priority is the health and safety of our attendees, exhibitors, volunteers, and staff. CTWEA will adhere to all official government and local authority guidance, as well as any venue or location-specific regulations. All conference/event participants must follow CTWEA's current health and safety guidelines.

Photography Regulations

In general, photography and filming in technical sessions and exhibit halls is prohibited. Attendees taking photographs or videotape with permission may be required to relinquish the film or digital media upon request.

Consent to use photographic images and recordings

Authorized media representatives and film cameras may be present at CTWEA's Events. By attending the event, you give your express consent to be included within any film, photograph, audio recording and/or visual recording ("Footage"), the copyright of which shall be owned by CTWEA. You further hereby agree that any such footage may be used by CTWEA in all media to promote the organizations and its events, services, and community.

Views

The views expressed by any event attendee, speaker, exhibitor or sponsor are not necessarily those of CTWEA. All event attendees, speakers, exhibitors and sponsors are solely responsible for the content of all individual or corporation presentations, marketing collateral, advertising, and online content (collectively "Content"). CTWEA shall not be liable for any claims arising out of or related to the views and Content.

Technology Use

You acknowledge that your use of technology during the Event is not guaranteed. CTWEA and its vendors will use their best efforts to communicate with attendees regarding camera use in devices and computers, mobile app capabilities in iOS and Android, audio settings and headset use, and stylus use in the Event platform.

In no event shall CTWEA be held liable for interruptions to internet access, power access, video camera access, or audio capabilities, nor of any similar interruptions to the virtual event platform for the duration of the posted Event website.

Code of Conduct

You agree to treat all individuals with respect and create a collegial, inclusive, and professional environment. You will value a diversity of views and opinions by

communicating openly with respect for others. You shall not verbally abuse any individual. You shall not discriminate, harass, or intimidate based on gender, race, gender identity and expression, sexual orientation, physical or mental disability, physical appearance, age, religion, national origin, veteran status, citizenship, or professional rank. Anyone requested to stop unacceptable behavior is expected to comply immediately. CTWEA management may take any action deemed necessary and appropriate, including removal from the Event (and any remaining portions thereof) without warning and without refund of registration fee.

Following a Code of Conduct allows CTWEA to create the best experience possible for all attendees.

Expected behavior:

- Exercise consideration and respect in your speech and actions.
- Attempt collaboration before conflict.
- Refrain from demeaning, discriminatory, or harassing behavior and speech.
- Be mindful of your surroundings and of your fellow participants. Alert CTWEA staff if you notice a dangerous situation, someone in distress, or violations of this Code of Conduct, even if they seem inconsequential.

Unacceptable Behavior:

- Harassment and discrimination include any verbal, physical, or visual conduct based on sex, sexual orientation, gender expression or identity, transgender status, race, age, national origin, or disability;
- Inappropriate display, sharing or use of nudity and/or sexual images in public spaces (including presentation slides);
- Any physical or verbal intimidation, stalking or following of attendee(s);
- Harassing, photographing or recording of attendee(s);
- Sustained disruption of sessions, talks or other events;
- Inappropriate physical contact, and any unwelcome sexual attention (physical or verbal); and
- Any boisterous, lewd or offensive behavior or language, threatening, intimidation, coercion, use of sexually explicit or offensive language or conduct, profanity, obscene gestures, or racial, religious or ethnic slurs.

This Code provides general guidelines and cannot cover every possible type of unacceptable behavior.

Indemnification

Attendee, on behalf of yourself, and your successor, heirs and/or assigns (collectively the "Indemnifying Party") agrees, at its own expense, to indemnify, defend, and hold harmless CTWEA, its affiliates, officers, board, staff, representatives, agents, members, and employees (each the "Indemnified Party") against any demands, actions, suits (including, but not limited to, suits arising from infringement of copyright, proprietary rights of claim of libel, obscenity or invasion of privacy that may arise out of any party of participation in the Event), damages, settlements, judgments, costs, liabilities, losses, claim, and expenses, including reasonable attorneys' fees and costs, of whatever kind or nature (collectively "Claims") incurred by any Indemnified Party, as a result of the Indemnifying Party's willful misconduct, gross negligence, negligence, or any violation of any federal or state law, rule or regulation. The Terms and Conditions shall survive the termination of the Event.

Violations

You acknowledge that any violation of these Terms and Conditions may result in CTWEA issuing you a verbal warning, removing you from the Event without refund, restricting you from attending future CTWEA events, and revoking your membership in CTWEA.

Release and Assumption of Risk

By Registering for the CTWEA event, attendees attest that they are aware of the common dangers of travel and participating in the meeting/events and will assume all personal liability for their participation in the Event.

By registering for the Event, you acknowledge and acceptance these Terms and Conditions automatically.