



HGAR Statement of Appropriate Event Conduct

The Hudson Gateway Association of REALTORS® (“HGAR”) is committed to providing a positive and rewarding experience for everyone associated with an HGAR event, including without limitation HGAR members, guests, speakers, exhibitors and vendors (“Attendees”). In addition to Attendees’ adherence to the [HGAR Member Code of Conduct](#), all Attendees agree to abide by this Statement of Appropriate Event Conduct by virtue of their attendance at an HGAR event.

All attendees are expected to conduct themselves professionally, to use good judgment and to be respectful at all times while present at an HGAR event. This includes an Attendee’s conduct while physically present at an HGAR event, as well as an Attendee’s conduct on any virtual platform associated with an HGAR event.

HGAR does not tolerate any inappropriate behavior, as determined at the sole discretion of HGAR, including disruptive behavior, harassment, or discrimination in any form. Examples of inappropriate behavior include but are not limited to, harassing or defamatory verbal or written comments, display or use of graphic images or language, destruction of property, threats, intimidation, yelling/shouting, fighting, unwanted physical contact, unwanted sexual conduct (whether physical, verbal, or non-verbal), and any conduct, statements, or images that denigrates or shows hostility toward an individual or group based on a protected class characteristic.

Any Attendee should immediately report any behavior they believe in good faith violates this Statement of Appropriate Event Conduct to HGAR’s General Counsel or CEO. Any Attendee who believes they are in immediate danger should report the incident directly to the police via 911.

HGAR, in its sole discretion, reserves the right to take any necessary and appropriate action against any Attendee who violates this Statement of Appropriate Event Conduct, including, but not limited to, immediate removal from the event, prohibition from attendance at future HGAR events, removal from a committee appointment.

HGAR does not have the obligation to perform an investigation regarding alleged violations of this Statement of Appropriate Event Conduct and may, at its sole discretion, take immediate action regarding any Attendee’s conduct.

Weapons and Concealed Carry

Unless otherwise notified, all HGAR premises and/or HGAR events are gun-free zones. Attendees are expressly prohibited from bringing any firearms onto HGAR premises or to any HGAR event. Additionally, Attendees are also strictly prohibited from bringing any weapons, including but not limited to stun guns, tasers, nunchakus, brass knuckles, knives, explosives, or any other object that HGAR, at its sole discretion, might consider dangerous or could cause harm to persons or property onto HGAR premises or to any HGAR event.

For the purposes of this policy, weapons do not include personal protection equipment, including and limited to peppery spray, high-powered lights, loud audio devices/safety whistles. Attendees must store such personal protection equipment out of sight and secure the equipment in Attendee’s personal belongings on HGAR premises or at an HGAR event or have it stored out of sight and secured in a vehicle compartment or personal belongings in Attendee’s personal vehicle. Attendees may only use personal protection equipment in self-defense. Attendees are expressly prohibited from using personal protection equipment to commit acts or threats of physical violence, including intimidation, harassment and/or coercion.

Video/Audio/Photo Consent and Usage

HGAR may conduct video/audio recording and/or still photography at HGAR events for use in connection with future educational, promotional, and marketing activities of HGAR. Your participation in the event constitutes your consent to be photographed and video/audio recorded and to all uses of the images and recordings so created.

Video/Audio/Photo Usage

HGAR reserves the right to restrict video/audio recording at HGAR meetings and events based on a speaker or performer's contractual agreement with HGAR. Attendees agree to adhere to any restrictions relating to the recording of events. Failure to comply with such restrictions may result in an Attendee's removal from the venue, without a right of readmission, reimbursement or other compensation.