



Northstar Travel Group – Anti-Harassment Policy and Event Code of Conduct

Northstar Travel Group is dedicated to providing a respectful and harassment-free conference experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, race, ethnicity, age or religion. It is paramount that everyone who attends a Northstar event feel comfortable, safe and respected. We do not tolerate harassment of employees or conference participants in any form. Conference participants violating these rules will be sanctioned or expelled from the conference and not permitted to attend future events at the discretion of the event organizers.

Harassment includes, but is not limited to the following:

- Offensive verbal comments related to gender, gender identity and expression, sexual orientation, disability, physical appearance, race, national origin, religion, age, marital status, military status, or any other status protected by law
- Deliberate verbal or physical intimidation
- Stalking and/or following
- Harassing or inappropriate photography, audio or video recording, text or email messaging
- Inappropriate physical contact including unwelcome sexual attention

Harassment can occur when there is no deliberate intention to offend. Harassment committed in a joking manner or disguised as a compliment still constitutes unacceptable behavior. Sexist, racist, and other exclusionary jokes and comments are offensive and constitute harassment.

Participants requested to stop any harassing behavior are expected to comply immediately.

If a participant engages in harassing behavior, event organizers retain the right to take any actions to keep the event a welcoming environment for all participants. This includes warning the offender or expulsion from the conference.

Northstar Travel Group will take action to redress anything designed to, or with the clear impact of, disrupting the event or making the environment hostile or uncomfortable for any participants.

Participants are expected to follow these rules at all event venues and event-related social activities including after-events and gatherings or interactions that are not part of the formal event program.

If someone makes you or anyone else feel unsafe, unwelcome or disrespected, please report it as soon as possible to a member of the Northstar events staff. Harassment, inappropriate or threatening conduct and other code of conduct violations reduce the value of our event for everyone. We want everyone who attends a Northstar event to feel comfortable, safe and respected.

When taking a personal report, our staff will ensure that the matter is handled with complete discretion on a confidential need to know basis. This may involve working with Northstar's Executive Vice President, Human Resources to ensure your report and any related issues are addressed and managed properly.