



## Best Practices 2026

# Conference Attendee Code of Conduct

### 1. Our Commitment & Attendance Requirements

This conference is dedicated to providing a **harassment-free** and **professional** experience for everyone, regardless of background. We do not tolerate harassment of conference participants in any form. All participants are required to follow this Code of Conduct.

#### Attendance Policy:

**Only individuals who have successfully registered for the event are permitted to attend.** Due to venue and safety restrictions, attendance at the event is strictly limited. Unregistered guests or "plus ones" are not allowed into conference spaces, sessions, or social events. The Conference Organizers reserve the right to verify registration status at any time and deny entry to any unregistered individual.

### 2. Expected Behavior

All attendees, speakers, sponsors, and volunteers are expected to uphold the highest standards of professionalism and respect, which include:

- **Be Respectful:** Treat all people with courtesy and respect. Be considerate in speech and actions.
- **Be Collaborative:** Engage in constructive and positive communication, focusing on shared learning and professional growth.
- **Be Attentive to Boundaries:** Respect personal space and professional boundaries.
- **Be Inclusive:** Contribute to an environment that is welcoming and inclusive to all participants.

### 3. Unacceptable Behavior

The following behaviors are considered harassment and are unacceptable:

- **Offensive Comments:** Verbal or written comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, or technology choices.
- **Intimidation, Stalking, or Following.**
- **Inappropriate Physical Contact or Unwelcome Sexual Attention.**
- **Sustained Disruption** of sessions or other conference events.
- **Photography or Recording** of individuals without their explicit consent.
- **Advocating for or encouraging any of the above behaviors.**
- **No recording of Presenters without permission.**

Susie Hedalen, Superintendent  
PO Box 202501  
Helena, MT 59620-2501



Phone: 406.444.3680  
opi.mt.gov

## 4. Consequences of Unacceptable Behavior

If an attendee engages in unacceptable behavior, the Conference Organizers may take any action they deem appropriate, up to and including:

- Immediate **removal from the conference** without refund.
- A permanent **ban** from attending future events.
- Contacting venue security or **local law enforcement**.

## 5. Reporting

If you are subjected to harassment, notice that someone else is being harassed, or have any other concerns, please **contact a Conference Organizer** (e.g., staff member, security, or designated liaison) immediately. Staff can be identified by their official badges/attire.

All reports will be handled confidentially. We will investigate and respond promptly and discreetly to all reported incidents.