



## Online Integrity Policy

Iowa FBLA is committed to providing a safe, productive, and welcoming environment for all meeting participants and Iowa FBLA staff. All participants, including, but not limited to, attendees, speakers, volunteers, exhibitors, Iowa FBLA staff members, service providers, and all others are expected to abide by this Online Integrity Policy. This Policy applies to all Iowa FBLA meeting-related events, including those sponsored by organizations other than Iowa FBLA but held in conjunction with Iowa FBLA events, on public or private platforms.

Iowa FBLA has zero-tolerance for any form of discrimination or harassment, including but not limited to sexual harassment by participants or our staff at our meetings. If you experience harassment or hear of any incidents of unacceptable behavior, Iowa FBLA asks that you inform either a local adviser, Kent Storm, Executive Director ([kent@iowafbla.org](mailto:kent@iowafbla.org)), or Chris Dzurick, State Chairperson ([chris.dzurick@iowa.gov](mailto:chris.dzurick@iowa.gov)) so that appropriate action can be taken.

Unacceptable Behavior is defined as:

- Harassment, intimidation, or discrimination in any form.
- Verbal abuse of any attendee, speaker, volunteer, exhibitor, Iowa FBLA staff member, service provider, or other meeting guest.
  - Examples of verbal abuse include, but are not limited to, verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, inappropriate use of nudity and/or sexual images in public spaces or in presentations, or threatening or stalking any attendee, speaker, volunteer, exhibitor, Iowa FBLA staff member, service provider, or other meeting guest.
- Disruption of presentations during sessions, in the exhibit hall, or at other events organized by Iowa FBLA throughout any virtual or in-person event. All participants must comply with the instructions of the moderator and any Iowa FBLA event staff.



- Presentations, postings, and messages should not contain promotional materials, special offers, job offers, product announcements, or solicitation for services. Iowa FBLA reserves the right to remove such messages and potentially ban sources of those solicitations.
- Participants should not copy or take screenshots of Q&A or any chat room activity that takes place in the virtual space.

Iowa FBLA reserves the right to take any action deemed necessary and appropriate, including immediate removal from the event without warning or refund, in response to any incident of unacceptable behavior, and Iowa FBLA reserves the right to prohibit attendance at any future event, virtually or in person.