



ATTA Code of Conduct

ATTA holds professional adventure travel industry events and conducts business to enable its global members and community to receive continuing education, build professional networks, and discover new products and services in an environment of mutual respect and tolerance. Examples include but are not limited to Adventure Travel World Summit, AdventureELEVATE, AdventureNEXT events, AdventureWeeks, Reconnaissance FAMs, AdventureEDU, and pre- and post event adventures. The ATTA is 100% committed to providing a harassment-free environment for everyone, regardless of gender, gender identity, race, ethnicity, religion, disability, sexual orientation, physical appearance or other group identity.

In furtherance of its dedication to a harassment-free environment, ATTA members must agree to a [Values Statement when joining ATTA, which states:](#)

COMMUNITY PRINCIPLES

ATTA Members — when working under the auspices as aforementioned — will treat each other and travelers with respect and professionalism and conduct business with safety, honesty, and integrity. As a community, we will seek to improve our own organization's compliance with the points noted above [in Values Statement online]. As a community, we will wherever possible seek to assist other organizations and professionals within the association to achieve success, both in the pursuit of the values and in business

ATTA will not tolerate harassment or illegal acts or behaviors in any form at its event.

Example behaviors that are specifically prohibited:

- Harassment or intimidation based on race, religion, language, gender, sexual orientation, gender identity, gender expression, disability, appearance, or other group status. Prohibited behaviors include but are not limited to offensive verbal comments, deliberate intimidation, stalking, following, harassing or uninvited photography/recording.
- Sexual harassment or intimidation, including unwelcome sexual attention, stalking (physical or virtual), or unsolicited or unwelcome physical contact.
- Yelling at or threatening any delegates or other persons present at an ATTA event, including ATTA staff, media, speakers (verbally or physically).
- Excessive drinking, possession, distribution and/or use of illegal substances.
- Threat of use, unlawful possession, or use of a weapon at an ATTA event.

This policy extends to all event activities (e.g., presentations, workshops, networking events, receptions, activities, etc.) and written and online communications (e.g., email, texts, social media, etc.). This means that harassment in person or through social media is unacceptable.

All delegates are expected to observe these rules and behaviors in all event venues, including event social events. Delegates asked to stop a hostile or harassing behavior are expected to comply immediately.

Please know that the ATTA cannot moderate guests, event suppliers, hotel provider staff, or any people who come in contact with event delegates.

Educational Context

Delegates and event speakers are asked to frame discussions as openly and inclusively as possible and to be aware of how language or images may be perceived by others. Delegates may – and do – exercise their option to leave a session or a conversation.

We note that within the context of adventure travel and the possible subjects of culture, religion, politics and gender, critical examination of beliefs and viewpoints does not, by itself, constitute hostile conduct or harassment. Similarly, use of sexual imagery or language in the context of a professional discussion might not constitute hostile conduct or harassment.

Contact us to report an incident

If, while at an ATTA event, you have been involved in or have witnessed an incident that violates the Code of Conduct, please promptly let our event director know (ATTA staff or the registration desk can help you find her/him) or, after the event, please contact us at codeofconduct@adventuretravel.biz. Include your name and contact information or submit your report anonymously. Share as much information as you can to help us make a thorough investigation of the event incident. Event security and/or local law enforcement may be involved, as appropriate based on the specific circumstances. A follow-up report will be made to individuals who submitted an incident.

ATTA's commitment

ATTA will review all incidents reported at an event with discretion and determine and carry out the appropriate course of action. ATTA reserves the right to bar any person who violates our Code of Conduct from attending an ATTA event in its entirety or in part, and/or to cancel the membership of the person without refund.

SIGNATURE	DATE
-----------	------