



Code of Conduct

The Texas Water Conservation Association (TWCA) is a non-profit organization with a vision to promote sound water policy for Texas. TWCA members proudly provide water and wastewater service to the vast majority of Texans. In an effort to ensure member safety and the ability to effectively advocate for members, TWCA holds its members, staff, board, volunteers, and sponsors to the highest professional standards.

Member safety is a top priority for TWCA and behavior that is harassing, threatening, demeaning, or discriminatory will not be tolerated. In addition to protecting member safety, appropriate behavior is also critical to safeguard the integrity of TWCA and the role it serves as an advocacy and educational organization. TWCA is judged, in large part, by the individual and collective performance of its members. TWCA members and supporters must act in a manner that merits public trust and confidence.

TWCA is committed to providing an environment that is free from discrimination and harassment. Actions, words, jokes, or comments based on an individual's sex, race, ethnicity, age, religion, or any other legally protected characteristic will not be tolerated. Unacceptable behaviors include, but are not limited to:

- Harassment, intimidation, or discrimination in any form.
- Physical, written, or verbal abuse of any attendee, speaker, volunteer, exhibitor, staff member, service provider or other meeting guest.
- Actual or threatened violence toward any individual or group.
- Conduct endangering the life, safety, health, or well-being of others.
- Examples of unacceptable behaviors include: verbal comments related to gender, sex, 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, threatening or stalking any attendee, speaker, volunteer, exhibitor, staff member, service provider or other meeting guest.

Any TWCA member, conference participant, sponsor, or staff member who violates this Code during the course of a TWCA sponsored event is subject to penalty, up to and including removal from the program and or the Association. TWCA cannot control behavior or actions that occur outside of TWCA events. However, it reserves the right to respond to actions that violate this Code.

By attending a TWCA event participants agree to abide by this TWCA Code of Conduct and understand that they may be removed as a participant if they violate any of these provisions.

Signature

Date

KENT SATTERWHITE
IMMEDIATE PAST PRESIDENT

KATHY TURNER JONES
PRESIDENT

WALT SEARS
PRESIDENT-ELECT