



Keystone Trails Association Event Participant Code of Conduct

The Keystone Trails Association (KTA) is committed to providing a safe, inclusive, and welcoming environment and an experience that embraces the richness of diversity where all participants may hike, recreate, exchange ideas, learn, network, and socialize in the company of other participants in an environment of mutual respect. KTA does not tolerate harassment and requires all participants to abide by this policy in all venues, events, and social gatherings. Participants include, but are not limited to, attendees, exhibitors, speakers, members, guests, contractors, volunteers, and staff.

Expected Behavior

- Exercise consideration and respect in your speech and actions.
- Be mindful of your surroundings and of your fellow participants. Alert KTA staff or venue staff if you notice a dangerous situation, someone in distress, or someone being harassed.
- Respect the rules and policies of KTA, the center, hotels, facility, camp, or any other venue including policies intended to reduce the spread of disease.

Unacceptable Behavior

- Intimidating, harassing, abusive, discriminatory, derogatory, or demeaning speech or actions.
- Unwelcome and/or uninvited following, attention, or contact.
- Offensive verbal or written comments or nonverbal expressions related to race, religion, ethnicity, gender, gender identity or expression, national origin or ancestry, physical or mental disability, physical appearance, medical condition, partner status, age, sexual orientation, military status, political affiliation(s), or any other characteristic protected by law.
- Derogatory and/or sexually oriented visual displays in public spaces or presentations.
- Aggressive verbal confrontations, and threats of violence or disruptive behavior.
- Sustained disruption of presentations, meetings, or other events.
- Conduct endangering the life, safety, health, or well-being of others.
- Failure to follow the reasonable directions of an activity leader.
- Failure to stop unacceptable behavior when requested.

If a participant violates this policy, KTA and/or its event staff may take appropriate steps to remedy the situation, including but not limited to removing the participant from the event or any future event without warning or refund.