



Please review the following event policies.

Event Code of Conduct

We want everyone at our conference to feel safe, respected, and welcomed. To make sure that happens, all participants are expected to act professionally and treat others with kindness and respect. The Montana Chamber **Code of Conduct for Events** establishes a baseline for behavior for individuals attending the 2025 Montana Women in Business Summit and will be strictly enforced.

* By registering for this event, attendees agree to the Montana Chamber's Event Code of Conduct and the following Safety Protocol Agreement related to Communicable Diseases, Photo/Video Waiver and Sharing of Your Email Address.

Expectations: What's Not Okay

To keep our events positive and productive, we ask that participants avoid behavior that could harm or make others uncomfortable. This includes:

- Harassment—any unwelcome or offensive comments, gestures, or physical contact that a reasonable person would find inappropriate.
- Intimidation, stalking, or taking photos/videos of someone without their consent.
- Disrupting speakers, panels, or other conference activities.
- Threats or demands related to someone's personal safety or well-being.
- Retaliation against anyone who reports inappropriate behavior.

What Happens If Someone Crosses the Line?

If someone is asked to stop behaving inappropriately, they are expected to do so immediately. The Montana Chamber reserves the right to take action as needed, which could include:

- A verbal warning
- Removal from the event (without a refund)
- Being banned from future Chamber events
- Loss of Chamber membership (in line with our policies)

Need Help?

If you experience or witness inappropriate behavior, please reach out to the Event Organizer. If there is an immediate safety concern, contact hotel security or local law enforcement.

Let's work together to create a welcoming and respectful conference experience for everyone.

Communicable Disease/Safety Protocol Agreement

I understand the risk that I may be exposed to or infected by a communicable disease, including but not limited to COVID-19, by attending the **Montana Chamber of Commerce's Montana Women in Business Summit** (the "Event"), and I agree to follow all safety protocols established for the event.

In consideration of the opportunity to participate in the "Event", the organization identified above ("Exhibitor") hereby agrees to forever release, covenants not to sue, discharges, and agrees to indemnify, defend, and hold harmless the Montana Chamber of Commerce ("Montana Chamber"), its employees, officers, directors, members, agents, and representatives (collectively, the "Montana Chamber parties") of and from any and all liabilities, claims, actions, damages, costs, or expenses of any kind ("claims") arising out of or relating to Exhibitor's participation in the Event, including but not limited to exposure to or infection of COVID-19 or other communicable diseases by Exhibitor, its employees, officers, directors, members, agents, and representatives at the Event, whether arising directly, now or in the future, including any exposure or infection resulting from the negligent acts or omissions of any Montana Chamber party.

Photo/Video Waiver

For good and valuable consideration, the receipt of which is hereby acknowledged, I grant to the Montana Chamber of Commerce and those acting under its permission or authority (collectively, "Montana Chamber"), the irrevocable royalty-free right and permission to record, copy, publicly display, publicly perform, publish, modify, use and reuse my voice, image, photograph, portrait, likeness, and biographical information, including portions, composites, likenesses or distortions or alterations of same ("Likeness"), made during or in connection with my attendance this Montana Chamber event, for use in any Materials to be shown in all media now known or hereafter devised, for an unlimited term. I acknowledge that all such Materials are the property of the Montana Chamber as a work made for hire (or, if not, then I assign all of my rights in and to the Materials to the Montana Chamber), and that I will not receive any compensation as a result of any use of my Likeness in such Materials. I waive any right to inspect or approve the finished Materials, and release, waive and agree not to make any claim against the Montana Chamber in connection with any use of the Likeness, including, without limitation, any claim that such use invades any right of privacy, publicity and/or personality, defamation, libel, moral right, and any other personal and/or property right under the law of any country or jurisdiction. This agreement shall inure to the benefit of and shall be binding upon the parties' respective successors, licensees, assigns, heirs and personal representatives, and cannot be amended except by written agreement.

Sharing Your Email Address

Sponsor organizations as part of their benefit package and all Summit attendees receive the list of participants in advance of the event.

Attendees who wish to opt-out of the Photo/Video Waiver and the Sharing of Your Email Address should communicate this to the Event Organizer at the registration desk on-site.