

# PRO Code of Conduct

Creating community between retailers, vendors, and guests is the purpose of a PRO Convention and Trade Show. Providing a safe environment for our diverse group is critical. This ideal can be achieved when everyone understands that demonstrating courtesy and respect toward one another is a core value for PRO.

It is imperative that you conduct yourself with integrity and professionalism during all events including social time after organized activities. Sexual harassment will not be tolerated.

## Choose your words carefully

Be kind. Do not insult or put down others. Harassment and exclusionary behavior are not acceptable. This includes, but is not limited to:

- Threats of violence.
- Discriminatory jokes and language.
- Sharing sexually explicit or violent material via electronic devices or other means.
- Personal insults, especially those using racist or sexist terms.
- Unwelcome sexual attention.
- Advocating for, or encouraging, any of the above behavior.

## Be inclusive

We welcome and support people of all backgrounds and identities. This includes, but is not limited to members of any sexual orientation, gender identity and expression, race, ethnicity, culture, national origin, social and economic class, educational level, color, immigration status, sex, age, size, family status, political belief, religion, and mental and physical ability.

## Be considerate

We depend on each other to produce the best environment we can as a group. Your decisions will affect colleagues, and you should take those consequences into account when making decisions.

## Be respectful

A disagreement is no excuse for disrespectful behavior. In order to cultivate a comfortable, productive, creative environment it is important to avoid personal attacks.

## We Care

Should you witness a situation, or are the subject of unwelcome behavior, we want you to know that this will not be tolerated. Please report any incident to Mark Leonard, COO of PRO or a member of the PRO Board of Directors. All reports will be handled with the utmost respect and confidentiality.

Mark Leonard  
216-337-9909  
markl@promaster.com

I have read the PRO Code of Conduct and I understand and agree to abide by this PRO Code. My signature below acknowledges my understanding that these documents govern the conduct of all persons at all PRO events, at all times. I understand that any violation of this code may lead to disciplinary actions.

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Print Name

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Signature

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Date

