



Adopted: June 4, 2024

## **HRACO Conditions of Attendance and Participation**

### **1. Attendance and Participation**

Your attendance at any HRACO event, including webinars, shows you are committed to respectful and professional behavior. HRACO reserves the right to remove any participant engaging in disruptive behavior.

### **2. Photography and Image Use**

By registering, you grant HRACO the right to take photographs, screenshots, or recordings during the event, and these may be used for promotional purposes, including but not limited to social media, marketing materials, and our website. Please inform the event organizers in advance if you do not wish to be photographed or recorded.

### **3. Recording**

Participants are not allowed to record HRACO events or webinars without prior written consent from HRACO.

### **4. Content Presented**

The content presented in HRACO events and webinars is for informational purposes only and does not constitute legal, financial, or professional advice. HRACO does not endorse any specific opinions presented by speakers or participants. Participants are encouraged to seek professional advice relevant to their specific circumstances.

### **5. Best Practice Advice**

The content provided in HRACO events and webinars is considered best practice advice based on industry standards at the time of presentation. However, HRACO does not guarantee the accuracy or applicability of the information to individual circumstances. Participants should verify information and consult with relevant experts before making decisions based on the content.

## 6. Code of Conduct

Participants are expected to adhere to HRACO's Code of Conduct, fostering a professional and inclusive atmosphere. Violations may result in removal from the event, exclusion from future HRACO activities, and termination of membership.

## 7. Technical Requirements

Event participants are responsible for ensuring their devices meet the technical requirements for accessing HRACO events and webinars. HRACO is not responsible for technical issues on the participant's end.

## 8. Consent for HRACO to Release Personal Information

By attending HRACO events, you expressly consent to HRACO sharing your personal information, including your email address, with interested parties such as vendors, sponsors, and speakers involved in the event. This may include sharing information for networking purposes, facilitating post-event communications, and for possible solicitation and sales purposes by these parties. Your personal information will only be shared with these parties in accordance with applicable privacy laws and HRACO's privacy policy.

## 9. Assumption of Risk

By attending HRACO events, you acknowledge and accept the potential risks to your health or safety. You assume personal responsibility for your safety and actions and waive any claims against HRACO and its affiliates arising from exposure or injury. You also agree to indemnify and hold them harmless from related claims or liabilities.

## 10. Waiver of Lawsuit & Release of Liability

By clicking "I agree" and registering for any HRACO event, I, for myself, my family, successors, and assigns hereby forever release, waive, discharge, and covenant not to sue HRACO, its board of directors, board members, officers, agents, servants, affiliates, employees, successors, and assigns (collectively the "Released Parties") from any and all liability, claims, demands, actions, and causes of action whatsoever, directly or indirectly arising out of or related to any loss, damage, or injury, including death, that may be sustained by me related to participating in any activity associated with HRACO events.

I agree to indemnify, defend, and hold harmless the Released Parties from and against any and all costs, expenses, damages, claims, lawsuits, judgments, losses, and/or liabilities (including attorney fees) arising either directly or indirectly from or related to any and all claims made by or against any of the Released Parties due to bodily injury, death, loss of use, monetary loss, or any other injury from or related to my attendance at HRACO.

Attending any HRACO event confirms that you have read, understood, and agreed to these terms and consent. HRACO reserves the right to update these terms, and participants are bound by the most current version.