

# Code of Conduct



**Coaching Your Growth**  
Hosted by First Responder Coaching

This Code of Conduct ("Code") is a legally binding agreement between the attendees ("Attendees"), speakers ("Speakers"), sponsors ("Sponsors"), staff ("Staff"), and the organizers ("Organizers") of the Coaching Your Growth Conference ("Conference"). By attending the Conference, you agree to abide by the following terms:

## Commitment to a Safe Environment

The Organizers are committed to providing a safe, inclusive, and respectful environment for all Attendees, Speakers, Sponsors, Staff, and their families.

## Respect and Courtesy

All participants, including Attendees, Speakers, Sponsors, and Staff, must conduct themselves with the utmost respect and courtesy towards one another.

The following behaviors are expressly prohibited and shall constitute grounds for immediate disciplinary action: any form of harassment, discrimination, or inappropriate conduct. This includes verbal abuse, physical intimidation, and unwelcome advances.

## Professional Behavior

Participants are obligated to maintain a standard of professionalism in all interactions, whether conducted in person or through electronic means.

Participants shall respect differing viewpoints and shall engage in discussions in a constructive and respectful manner, refraining from behavior that may be deemed disruptive or offensive.

## Compliance with Kalahari Policies

All participants must comply with the established rules, regulations, and policies promulgated by Kalahari Resorts ("Venue") at all times.

Participants are required to treat the property and facilities of the Venue with respect and shall be liable for any damage or loss caused by their actions.

## Personal Responsibility

Take responsibility for your actions and their impact on others. Report any concerns or violations of the Code of Conduct to conference staff immediately.

## Confidentiality

Participants shall respect the privacy and confidentiality of other Attendees.

Disclosure of personal information, private conversations, or proprietary information without explicit consent is strictly prohibited.

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## Inclusive Environment

Participants must foster an inclusive and welcoming atmosphere for all Attendees, regardless of age, gender, sexual orientation, disability, physical appearance, race, ethnicity, or religion.

## Consequences of Violations

The Organizers shall not tolerate any violations of this Code and are committed to maintaining a safe and respectful environment for all participants.

Participants found to be in violation of this Code may face a range of disciplinary actions based on the severity and nature of the violation. The Organizers reserve the right to determine the appropriate disciplinary action in response to any violation of this Code. All decisions made by the Organizers are final and not subject to appeal.

Participants are encouraged to cooperate fully with any investigations conducted by the Organizers into alleged violations of this Code. Failure to cooperate may itself be considered a violation and result in disciplinary action.

## Reporting

If you witness or experience any behavior that violates the Code of Conduct, please report it immediately to conference staff at [coachingyourgrowth@1strespondercoaching.org](mailto:coachingyourgrowth@1strespondercoaching.org). All reports will be handled with discretion and confidentiality.

By attending the Coaching Your Growth Conference, you acknowledge that you have read, understood and agree to adhere to this Code of Conduct.

## Acknowledgment

By attending the Coaching Your Growth Conference, you acknowledge that you have read, understood, and agreed to comply with this Code of Conduct.

This Code constitutes a legal agreement and is governed by the laws of the state in which the Conference is held. Any disputes arising from this Code shall be resolved in the courts of that state.