

WEAT Code of Conduct

The Water Environment Association of Texas (WEAT) is dedicated to fostering a professional, safe, and welcoming environment for all members and affiliates. We expect all members to uphold this commitment and support a positive and respectful atmosphere within our community.

Our Member Code of Conduct serves as a guide to best practices and standards of behavior for all members. This Code applies to any conduct and communication involving WEAT members, staff, sponsors, contractors, or other participants in WEAT-related activities or functions.

All member conduct and communications related to WEAT business or activities, including events such as conferences, meetings, and functions, are expected to align with this Code. Specific functions may have their own separate code of conduct, which members must follow in addition to this overarching Code.

This Code of Conduct prohibits anyone present at any virtual or in person WEAT-organized event, including attendees, exhibitors, sponsors, speakers, volunteers, or staff, from engaging in intimidating, discriminatory, harassing, unwelcome, abusive, disruptive, violent, threatening, or offensive conduct toward others. This prohibited conduct includes but is not limited to derogatory speech, images, and personal insults or other offensive actions based on sex, sexual orientation, gender identity, race, color, age, disability, religion, pregnancy, national origin, ethnicity, genetic information, or veteran status. Prohibited conduct also includes any sexual harassment, such as unwelcome sexual attention, touching, stalking, photography, or displaying sexually explicit comments or images. Individuals asked to stop any such or similar behavior must comply immediately. Violators may be subject to expulsion from the event and/or revocation of WEAT membership without a refund.

WEAT will promptly and appropriately address any reports of hostile, disruptive, discriminatory, or harassing behavior at events that negatively interferes with the experience of others or makes others feel unsafe. If you feel you are being harassed, or if you observe others engaging in behavior that violates this Code of Conduct, you may seek out assistance from on-site WEAT staff, Officers, or contact:

- Julie Nahrgang, Executive Director, WEAT | TACWA – 210.325.308, Julie@weat.org
- WEAT Team – 512.693.0060, Admin@weat.org

WEAT staff and Officers will be briefed on this Code of Conduct and options for remedial action, ranging from warning the offender, contacting venue security or law enforcement, or expulsion from the conference without refund, depending on the circumstances. If you continue to feel unsafe, please let us know so we can try to assist, such as providing escorts or working with venue security.

WEAT is responsible for enforcing this Code, ensuring that our community remains respectful, professional, and inclusive. While this Code does not establish legal obligations or give rise to legal action, it is a guideline for maintaining a positive and supportive environment within WEAT. By becoming a member of WEAT, individuals agree to abide by this Code of Conduct and contribute to creating a welcoming and productive community for all.

