



# Master Brewer Expected Behavior Policy

In light of Master Brewers focus on Safety, we want to ensure that all meetings hosted by Master Brewers and our Districts are characterized by an environment of safety too. To that end, we require that all meetings of Master Brewers highlight a message of harassment-free activities.

The following has been utilized for meetings held at the National level. We offer this same language to the District Officers to be used in conjunction with your meetings too. More information on the Code of Conduct can be found [here](#).

## Expected Behavior

We are dedicated to providing a harassment-free conference experience for everyone, regardless of gender, sexual orientation, disability, physical appearance, body size, race, or religion. We do not tolerate harassment of participants in any form. We ask all attendees, exhibitors, speakers, sponsors, volunteers, guests and other participants be considerate and respectful to all attendees and refrain from demeaning, discriminatory, or harassing behavior and speech. Please note, if you register a guest for the meeting, you may be held responsible for the actions of the guest. Violations of this policy should be reported to meeting staff. Master Brewers reserves the right to remove any individual from attendance or other participation in any Master Brewers sponsored event without prior warning or refund, and to take additional action as determined necessary, up to and including expulsion from participation in Master Brewers. Any course of action recommended by Master Brewers is final.

## Guidelines for Implementation

### Prior to the Meeting

The Expected Behavior language should be provided to all attendees in writing prior to their attendance. There are two easy ways to do this:

- a. Include it as part of the description of your event on your webpages promoting the meeting
- b. Include it in your confirmation email or letter once someone has registered.

Note: If Master Brewers manages your District Meeting registration, the Expected Behavior language will be automatically included on the registration website.

### At the Meeting

The Expected Behavior language should also be presented to attendees at the meeting, at least once in writing, and at least once verbally. Options for the written distribution could include:

- a. Include it at the bottom of a printed program that attendees receive
- b. Print it on the back of your badges
- c. Create a sign to place at registration or just outside the meeting room . You can download one here

The verbal presentation could be made:

- a. By the meeting host as part of safety and housekeeping details at the opening session
- b. As a session concludes prior to a social event

It is the Master Brewers deliberate intent to provide a safe and productive meeting environment. If you have any questions about this process at your district, the Code of Conduct, or our DEI initiatives, please contact [mbaa@mbaa.com](mailto:mbaa@mbaa.com) or a member of the Executive Committee.