

CUPA-HR ANNUAL CONFERENCE CODE OF CONDUCT, HEALTH AND SAFETY STATEMENT, ACKNOWLEDGEMENT OF RISK, AND GENERAL RELEASE

CUPA-HR is committed to providing a safe, inclusive, and nurturing learning environment for all events at its Annual Conference. All meeting participants, staff, speakers, service providers, guests, and exhibitors are expected to follow this code of conduct and health and safety statement and to execute this release of liability regarding COVID-19 as outlined below.

Code of Conduct

This policy covers all conference events, in-person or virtual, including those held in conjunction by corporate partners. Attendees must behave responsibly at all events. Threatening physical or verbal actions; disorderly or disruptive conduct; and harassment, sexual or otherwise, will not be tolerated. Such behavior may result in removal from the meeting, denial of access to meeting facilities or platforms, and other penalties. Conference fees will not be refunded if an individual is removed from the conference due to a violation of this code.

Health and Safety Statement | Agreement to Take Precautions Related to COVID-19

In addition to all policies and regulations relating to my attendance at the CUPA-HR Annual Conference, I agree to comply with all COVID-19-related procedures and protocols issued by CUPA-HR; the Hilton San Diego Bayfront; and federal, state, and local authorities whether written or oral, including, but not limited to, mask-wearing (regardless of vaccination status), the taking of my temperature, and distancing requirements. I agree to conform to health and safety restrictions and protocols on activities that carry higher COVID-19-related risk, regardless of whether, at any time, I have had or have previously been diagnosed with COVID-19, and regardless of whether I have been vaccinated against COVID-19, in order to protect as much as possible the health and safety of all CUPA-HR Annual Conference attendees. I understand and acknowledge that all such policies are mandatory and my adherence to them is a condition of my attendance at the CUPA-HR Annual Conference.

I agree not to attend any IN-PERSON PORTION (as opposed to the virtual portion) of the CUPA-HR Annual Conference if I fall within any of the categories below. By attending the IN-PERSON CUPA-HR Annual Conference, I certify that I am an individual who does not fall into any of the following categories:

- Individuals who are not fully vaccinated against COVID-19 [\[1\]](#)
- Individuals who within fourteen (14) days prior to — or during — the CUPA-HR Annual Conference have experienced any symptoms associated with COVID-19, which include but are not limited to fever, cough, shortness of breath, and loss of smell or taste, among others. [Please see the CDC website for more information.](#)
- Individuals who believe that they may have been exposed to a confirmed or suspected case of COVID-19 within fourteen (14) days prior to the CUPA-HR Annual Conference, have been advised to quarantine by a medical professional or public health agency due to possible exposure to COVID-19, or have been diagnosed with COVID-19 and are not yet cleared as non-contagious by state or local public health authorities or the health care team responsible for their treatment.

Duty to Self-Monitor After the CUPA-HR Annual Conference

I agree to self-monitor for signs and symptoms of COVID-19 (symptoms can include but are not limited to fever, cough, shortness of breath, and loss of smell or taste, among others — [please see the CDC website for more information](#)) and contact CUPA-HR at conferences@cupahr.org if I experience symptoms of COVID-19 within fourteen (14) days after attending the CUPA-HR Annual Conference.

COVID-19 Acknowledgement, Acknowledgement of Risk, Waiver and General Release

By submitting this form, I am stating that I understand that the United States is experiencing a pandemic and the community spread of COVID-19/the coronavirus.

I understand that health authorities report that the COVID-19 virus remains present throughout the United States, including within the communities surrounding San Diego, California, and the CUPA-HR Annual Conference (the “Meeting”) location (the “Meeting Site”), and that health authorities have advised that the risk of infection from the COVID-19 virus includes very serious health effects, potentially including acute respiratory issues, severe damage to lungs and other organs, and death. I further understand that the CDC currently recognizes the following symptoms of COVID-19: cough, shortness of breath, difficulty breathing, fever, chills, fatigue, nausea or vomiting, diarrhea, muscle pain, headache, sore throat, congestion or runny nose, and loss of taste or smell.

I understand that the CDC classifies certain populations as “vulnerable populations” that may be more at risk for severe illness from COVID-19. I further understand that the CDC recommends delaying any travel until I am fully vaccinated with a COVID-19 vaccine. I understand that if I am not fully vaccinated (meaning that it has been two weeks after a second dose in a two-dose series (ex. Pfizer or Moderna) or two weeks after a single-dose vaccine (ex. Johnson & Johnson)), I am at a greater risk of contracting COVID-19 than if I am fully vaccinated.

I understand and hereby acknowledge that at this time, CUPA-HR is not mandating, either expressly or implicitly, that anyone visit the Meeting Site and that a virtual meeting option is available. I understand that ***any decision to interact with any CUPA-HR Annual Conference attendee, service provider or staff member at the Meeting Site is my decision to be made in my sole discretion*** and that there will be no consequences if I choose to elect the virtual option rather than attending in person.

I agree that while attending the Meeting at the Meeting Site, I will practice all appropriate and required safety measures, including frequent hand washing and/or using hand sanitizer and social distancing per applicable CDC, OSHA, and local and state government standards and to follow all reasonable safety instructions issued by CUPA-HR. I understand and agree that if I fail to abide by these requirements, I can be removed from the Meeting Site and will not receive reimbursement for any fee I pay to attend the Meeting.

I understand and hereby acknowledge that in choosing to attend the Meeting at the Meeting Site, I am assuming for myself, my assigns, my heirs, and anyone who might assert a claim on my behalf, any and all of the risks relating to my physical presence and travel to the Meeting Site, including risks to my health or to the health of any individuals with whom I may be in contact now or in the future (the “Assumed Risks”). I, on behalf of myself, my assigns, my heirs, and anyone who might assert a claim on my behalf, further hereby release, indemnify and hold harmless CUPA-HR, its employees, directors, officers, members, representatives or their assigns and heirs (the “Released Parties”) from any liability, claims or causes of action that may be released under applicable law that I have now or that I might have in the future, arising out of or relating to any of the Assumed Risks. This release does not preclude me from pursuing claims or making complaints that may not be released by private agreement, including reporting possible violations of law to a governmental agency or self-regulatory organization.

If I have any questions about any of the statements or assumptions contained herein, I have the opportunity to discuss those questions by emailing conferences@cupahr.org and contacting my own counsel before making any decision regarding whether or not to travel to the Meeting Site. If any one or more of the clauses of this Agreement, or any part thereof, is held to be invalid, illegal, or unenforceable, the validity, legality, and enforceability of the remainder of this Agreement will not in any way be affected or impaired thereby.

[1] Individuals who are not fully vaccinated are encouraged to attend the CUPA-HR Annual Conference virtually. All keynote presentations and approximately 30 concurrent sessions will be available. Individuals with a medical or religious reason for not being vaccinated may discuss in-person attendance by providing certification of a current (within 72 hours of the start of the conference) negative COVID-19 test. The test cannot be self-administered. If you believe you qualify, or have questions, please reach out to conferences@cupahr.org.