



UPPER MIDWEST INVASIVE SPECIES CONFERENCE TERMS & CONDITIONS

UMISC is hosted by three partner organizations: Midwest Invasive Plant Network, Invasive Plants Association of Wisconsin, and Minnesota Invasive Species Advisory Committee.

Cancellation & Refund Policy

- *Attendee Registrations*
 - You may request a full refund through August 21, 2026
 - You may request a 50% refund from August 22nd - September 18th, 2024
 - No refunds will be issued after September 18th
- *Sponsorship and Exhibits*
 - You may request a 75% refund through August 21, 2026
 - You may request a 50% refund from August 22nd - September 18th, 2024
 - No refunds will be issued after September 18th

Attendee Code of Conduct

All attendees are expected to abide by the UMISC Attendee Code of Conduct.

The UMISC Code of Conduct was adopted to promote diversity and create an inclusive, supportive, and collaborative environment at the Upper Midwest Invasive Species

Conference. The UMISC host partners value the diversity of views, expertise, opinions, backgrounds, and experiences reflected among UMISC participants. The hosting partners are committed to providing a safe, productive and welcoming environment for all participants. UMISC can serve as an effective forum to consider and debate different viewpoints related to invasive species topics in a respectful and fair manner.

All UMISC participants – including, but not limited to, attendees, speakers, volunteers, exhibitors, administrative staff, members of the media, vendors, and service providers (hereinafter “participants”) – are expected to abide by this Code of Conduct.

Expectations

- Treat everyone with kindness, respect and consideration, valuing a diversity of views and opinions, including those you may not share.
- Recognize others’ rights and responsibility to contribute during the event.
- Actively listen and speak honestly.

- Share experience and information in ways that can help participants be successful.
- Be respectful and open to new ideas and new ways of doing things.
- Communicate openly, with respect for other participants, critiquing ideas rather than individuals.
- Refrain from demeaning, discriminatory, or harassing communication directed toward other participants.

Unacceptable Behavior

- Harassment, intimidation, or discrimination in any form is unacceptable. Harassment includes any communication with another participant which is not welcome or is personally offensive. Language that is acceptable to one person may not be acceptable to another and participants are expected to use discretion. Harassment intended humorously is still unacceptable.
- Examples of unacceptable behavior include, but are not limited to:
 - Verbal or text-based abuse of any participant
 - Unwelcome or offensive comments related to age, appearance, employment, military status, ethnicity, gender identity and expression, marital status, national origin, physical or cognitive ability, political affiliation, sexual orientation, race, or religion.
 - Unwanted communications of a romantic,sexual or exploitive nature.
 - Use of obscene or discriminatory images in presentations, on participant profiles, or as part of virtual exhibits or posters. This includes indirect incorporation of such materials via hyperlink.
 - Retaliation for reporting unacceptable behavior.
- Spamming any area of the online conference environment with irrelevant or duplicative material.
- Unauthorized advertising of products or services through session Q&A chat boxes or the social feed.

Monitoring for and Reporting Unacceptable Behavior

- Any unacceptable behavior must be reported immediately to conference administration or any member of the Executive Committee. Staff will work with appropriate UMISC leadership to resolve the situation. All reports will be treated seriously and will receive a prompt response. UMISC will discuss the details first with the individual filing the complaint and then with the subject of the complaint.

- If you feel physically threatened in any way, call 9-1-1.
- Volunteers and staff will monitor Q&A chat boxes during all UMISC sessions.
- UMISC staff will monitor activity on the conference social feed.

Consequences for Unacceptable Behavior

- Attendees told to stop unacceptable behavior are expected to comply immediately.
- Any participant posting material or engaging in communication that is in clear violation of the behavioral expectations stated above will have their access to the online conference environment revoked for the remainder of the event without refund.
- UMISC staff and moderators will remove material from any location within the online conference environment that they deem to be in violation of the expectations stated above.
- Any participant communicating in an overly aggressive manner (e.g., spamming questions, using ALL CAPS, using heated but not discriminatory language, etc.) will be warned and removed from sessions at the moderator's discretion. Repeat incidences will result in revocation of access for the remainder of the event without refund.