



## **Community Agreements & Participant Advisory for the 2025 Lavender Law® Conference & Career Fair Safer Space Policy**

We are excited to welcome you to the upcoming 2025 Lavender Law® Conference & Career Fair. This Community Agreements and Participant Advisory (“Agreements”) aids in your preparation to attend the world’s largest professional event for the legal LGBTQ+ community. By attending the Lavender Law® Conference & Career Fair, all participants agree to adhere to these Agreements. Together, let’s create an informative, fun, educational, safe, inclusive, and engaging environment for all participants to meet with one another, share and gain knowledge of LGBTQ+ law and the best practices being developed to help all members of society.

### **Open and Constructive Dialogue:**

The Lavender Law® Conference & Career Fair encourages open and constructive dialogue. Engage in discussions with respect, humility, and an open mind. Be willing to share your knowledge, experiences, and opinions while being open to learning from others. Differences of opinion are natural; when expressing differences, those participants are asked to maintain a respectful tone. Please avoid ad hominem attacks and inflammatory language.

### **Respect and Inclusivity:**

We value and respect the diverse backgrounds, experiences, and perspectives of all attendees at Lavender Law®. We are committed to creating a safe, inclusive, and welcoming environment for everyone, regardless of race, ethnicity, gender/gender identity, sexual orientation, disability, age, religion, or any other characteristic. Negative behaviors such as unwanted advances, harassment, discrimination, or any form of disrespectful or harmful conduct is unwelcome and may result in loss of participation privileges. **We remind everyone that Lavender Law® includes a career-building and job-seeking component, and that interactions, particularly between law students and potential employers, must always be professional in nature, especially given the power imbalance between law students and prospective employers.** Participants are encouraged to treat others with respect, kindness, dignity, and empathy, and actively listen to and engage with different viewpoints and experiences.

As part of the National LGBTQ+ Bar’s commitment to respect for our participants, disruption of the event is not permitted. Attendees who disrupt the event may be removed from the premises and not permitted to return, at the discretion of the National LGBTQ+ Bar. Disruption includes:

silencing a speaker; heckling; making noise that interferes with other attendees' ability to hear or participate in the event; purposely blocking the line of sight from audience to speaker; blocking a speaker's access to the event space or interfering with equipment used to amplify the speaker's voice; overcrowding the event space; raising volume levels beyond those appropriate for the event space; causing the event to extend beyond the time period scheduled; blocking ingress, egress, or passage to, from, or through the event space, including limiting accessibility for individuals with disabilities; or any action which has the effect of causing any individual to reasonably perceive a threat to that individual's physical safety.

We request that attendees minimize the use of scented personal care products while in public spaces at the Conference, in recognition that some attendees have sensitivities and can experience potentially severe effects from scented products. We also ask that all attendees help us to keep transit spaces such as hallways, conference rooms, lobby spaces, etc. as clear as possible at all times during the Conference, to ensure mobility access for all participants.

### **Personal Responsibility and Safety:**

The Lavender Law® Conference & Career Fair prioritizes personal safety and well-being, including that of the local community. The Marriott Marquis is a facility open to the public, and its management requires that while on premises all participants comply with all laws, ordinances, orders, rules, regulations, and requirements of all federal, state, municipal and local governments, departments, commissions, boards, officers, and related entities, including building management. Building regulations further require that no material, substance, equipment, or object in violation of those laws – or is likely to endanger the health, safety, life of, or to cause injury to, any person – is to be brought onto the premises. As with any large gathering it is important to respect the boundaries and consent of others and not to engage in any activities that may have the effect of compromising participant's personal safety or the safety and well-being of others or the community at-large.

### **Event Security & Safety:**

- a. **Venue & Event Security:** The Hotel maintains an on-site Security Command staffed 24/7. Security officers routinely patrol the facility and surrounding area to ensure public safety and the building is equipped with a state-of-the-art CCTV monitoring system with cameras as well as a sophisticated communications network. Event Security is provided by a private security firm that services large scale public events, and trade shows nationwide. All Event Security officers will be operating on a secure communications channel and will be networked with the building Command Event and with the event director. Should participants have a need for assistance from Security or to report an incident to Security, please communicate directly to hotel and security officers on-site. In cases of sexual harassment, physical confrontation, bullying, bigotry, and other forms of violence that make you feel threatened, please ask to speak with the LGBTQ+ Bar's Executive Director, Anya Lynn-Alesker at [anya@lgbtqbar.org](mailto:anya@lgbtqbar.org).
- b. **Personal Belongings & Company Property:** While there are security measures and personnel in place in the Event, participants are advised to take reasonable, normal precautions to keep their personal belongings, bags, backpacks, electronics or other personal property or company property secure and always attended to. Neither the

organizers nor facility management are responsible for securing those items. Any packages, backpacks, purses, or other bulky items left standing unattended may be subject to inspection or removal as a safety precaution. It is also important to be vigilant and report any suspicious activities, packages or unattended bags to Event Staff or Event Security personnel.

- c. **Conference Badges Required:** All attendees and guests are required to check in at our registration desk to receive an official Lavender Law® conference badge prior to engaging in any Conference activities. For all attendees' security, all attendees and guests are required to wear that badge in a visible manner at all times while attending conference programs and events or on the floors of the venue which have conference programming taking place. Any person without a badge will be asked to produce the badge, and if unable to do so, will be asked to either return to the Registration Desk to receive one, or leave the premises.

### **Mobile App:**

To receive important updates and notifications from the organizers during the event and navigate the agenda and facility, please download the official Lavender Law® Conference mobile app to your smartphone or tablet device, available from the App Store and Google Play (we will notify registrants when the app is available for download). All event information including agenda, sessions meeting room locations, exhibit hall and other special events information, as well as last minute changes to the agenda, will be provided via the app.

- a. **Privacy:** As a privacy measure, on download the default setting for your profile is set to private, meaning others will -not- be able to see your name or communicate with you via the app. To change that setting and enable your name as it appears on your registration, and organizational affiliation to be visible, please click on the Networking button on the app's home screen, then click on your initials at top right and in the My Profile section you can enable networking and make any necessary changes to your profile.
- b. **Communications:** Profile sharing will allow participants to message you in-app and for you to message -other- participants and event managers. The app will also be the primary communications channel for important or urgent notifications during the event. These will include any schedule updates and changes; important announcements; and any general safety or other similar urgent communications. All participants are strongly encouraged to download and use the app's calendaring, search and on-board navigation features as a helpful planning and communications aid.

**Thank you – have a wonderful Lavender Law®!**