

Event Attendee Terms and Conditions

By registering for and participating in any Event hosted by the Water Environment Federation® (“WEF®”) and the Water Reuse Association (“WRA®”), including its 2025 WEF/WRA Industrial Water Solutions Conference (“Event”), you, on your behalf and on behalf of any other third party acting on your behalf (collectively “you” or “Attendee”) hereby agree to these Terms and Conditions.

- 1. HEALTH & WELL-BEING PROTOCOLS:** While there are currently no protocols in place, in the event any protocols are needed, all attendees agree to follow all Health & Well-being protocols implemented on-site for the Event and as a condition of participation you agree you will follow these protocols. Should you fail to observe any of the protocols, you may be removed from the Event without refund.
- 2. CONSENT TO RECORD.** By participating in the Event, Attendee agrees that its name, photograph, voice, biographical information, likeness, name, comments, voice, persona, writings and/or personal property recordings, children (if applicable), testimonial, endorsement and any intellectual property rights on all elements contained in or resulting from participation in the Event (collectively the “Likeness”) shall be captured, displayed, and may be used in any and all media or forms by WEF and WRA or third parties without compensation or notice, including for promotional or advertising purposes.

Professional service providers (photo/video/streaming/audio) may be hired to document and display the Event experience. WEF and WRA may also use social media to post real-time photos and videos to its social media feeds; and display select submissions from those feeds on monitors throughout the Event venue. Attendees, speakers, sponsors, and are encouraged to capture their Event experiences and post their own social content from the Event (text, photos, audio, video, streaming), provided it does not infringe upon the rights of any attendee, speaker, sponsor, third party, or WEF and WRA. Such infringement would include, but is not limited to, defamation or infringement of intellectual property rights. In the Event an Attendee requires a release or permission to protect the rights of a third party, obtaining such a release or permission shall be the sole responsibility of the Attendee.

Attendee further grants WEF and WRA and third parties a royalty-free, perpetual, irrevocable license to reproduce, distribute, publicly perform, and publicly display the Likeness, including any associated intellectual property, such as images, text and materials included or depicted therein, in whole or in part, in any manner or medium now or hereafter known or devised, to prepare derivative works based upon the Likeness, and to grant sublicenses to third parties to exercise these licensed rights. Attendee understands and agrees this permission signifies that photographic or video recordings and Attendee may be electronically displayed, reproduced, recreated, recorded, performed, exhibited, distributed, copied, edited, changed, modified, added to, subtracted from, re-titled and adapted, and otherwise used and exploited without having to give any compensation or attribution to Attendee or any third party via the Internet, email or in other public educational settings without notice.

- 3. NO RECORDING.** Attendee further agrees they shall not use any audio or video recording technology (including devices with digital camera functionality, such as smartphones or tablets, and recording software, such as screen capture or similar software) during a presentation and not record or photograph any speakers or any presentation at the Event, unless expressly permitted by WEF or WRA. Attendee shall not make any part of the materials presented at the Event (any “Materials”) public or issue any press releases related to the Event without express prior written approval from WEF or WRA (“Public Statements”). Among any other remedies

available to it, WEF and WRA expressly reserves its right to terminate Attendee's participation in the Event immediately upon notification that any Public Statements have been distributed in violation of this provision and obtain an injunction to enjoin any further dissemination of Public Statements in violation of this provision, in addition to any other remedies available to WEF and WRA.

4. **PARTICIPATION.** You agree to contribute Personal Data for the purpose of participating in the Event. You represent and warrant that the Personal Data you provide shall be accurate and complete. You agree to provide truthful and accurate registration information as requested; and to promptly inform WEF of any changes to your registration information. Such Personal Data will only be used by WEF or WRA and its contractors as reasonably required for providing services as contemplated hereunder.

5. **CANCELLATION AND SUBSTITUTION.**

Cancellations/Refunds: All cancellations must be received in writing and sent to WEF at registration@wef.org. WEF will charge a 25% cancellation fee for cancellation requests received by June 6, 2025. **NO** refunds will be issued for cancellations requested on or **after June 7, 2025**. Rather than canceling, consider sending a substitute.

Substitutions: An organization may submit a request to substitute one person for another in writing on or before June 6, 2025. Please submit your substitution request to registration@wef.org. On or after June 7, 2025, substitutions must be done onsite at the Hyatt Regency Columbus, in Columbus, Ohio; beginning Monday, June 23, through Wednesday, June 25, 2025.

6. **VIEWS.** The views expressed by any Event attendee, speaker or sponsor are not necessarily those of WEF and WRA. All Event attendees, speakers, and sponsors are solely responsible for the content of any and all individual or corporation presentations, marketing collateral, advertising, and online content (collectively "Content"). WEF and WRA shall not be liable for any claims arising out of or related to the views and Content.

7. **TECHNOLOGY USE.** You acknowledge that your use of technology during the Event is not guaranteed. WEF and WRA and its vendors will use their best efforts to communicate with attendees regarding camera use in devices and computers, mobile app capabilities in iOS and Android, audio settings and headset use, and stylus use in the Event platform.

In no event shall WEF or WRA be held liable for interruptions to Internet access, power access, video camera access, or audio capabilities, nor of any similar interruptions to the virtual event platform for the duration of the posted Event website.

8. **DRESS CODE.** The dress code at Event is business casual. You are required to adhere to this dress code during Event including, but not limited to, live video chat.
9. **CODE OF CONDUCT:** WEF and WRA are committed to providing a professional, safe, and welcoming environment during its in-person and virtual events for all water professionals and their guests. WEF and WRA expects all attendees, speakers, sponsors, media, and other participants to uphold our commitment to diversity and inclusion by helping us provide a positive conference environment for everyone.

As an Attendee, you agree to the following:

- To treat all individuals with respect and create a collegial, inclusive, and professional environment.
- To value a diversity of views and opinions by communicating openly with respect for others.
- Not to verbally abuse any individual or to discriminate, harass, or intimidate on the basis of gender, race, gender identity and expression, sexual orientation, physical or mental disability, physical appearance, age, religion, national origin, veteran status, citizenship, or professional rank.
- To abide by the Compliance with Antitrust Laws section of this [WEF Event Code of Conduct](#).

Anyone requested to stop unacceptable behavior is expected to comply immediately. WEF and WRA may take any action deemed necessary and appropriate, including removal from the Event (and any remaining portions thereof) without warning and without refund of the registration fee.

Additionally, if you are a WEF Member, you agree to uphold the WEF Member Code of Conduct while attending WEF Events.

Reporting Concerns

Violations of the Event Code of Conduct, any dangerous situations, or anyone in distress should be reported immediately to a WEF or WRA representative.

Any Attendees who feel physically unsafe or believe a crime has been committed at the Event, should contact local police immediately.

Anyone requested to stop unacceptable behavior is expected to comply immediately. For the complete event Code of Conduct, please visit.

<https://www.weftec.org/about/code-of-conduct/>

10. FIREARMS. Firearms, weapons (including weapon replicas), ammunition, dangerous or hazardous devices or substances, and illegal items are prohibited. Event participants acknowledge all bags are subject to search and metal wand screening.

11. INDEMNIFICATION. Attendee, on behalf of yourself, and your successor, heirs and/or assigns (collectively the "Indemnifying Party") agrees, at its own expense, to indemnify, defend, and hold harmless WEF and WRA, its affiliates, officers, board, staff, representatives, agents, members, and employees (each the "Indemnified Party") against any demands, actions, suits (including, but not limited to, suits arising from infringement of copyright, proprietary rights of claim of libel, obscenity or invasion of privacy that may arise out of any party of participation in the Event), damages, settlements, judgments, costs, liabilities, losses, claim, and expenses, including reasonable attorneys' fees and costs, of whatever kind or nature (collectively "Claims") incurred by any Indemnified Party, as a result of the Indemnifying Party's willful misconduct, gross negligence, negligence, or any violation of any federal or state law, rule or regulation. The Terms and Conditions shall survive the termination of the Event.

12. MODIFICATION; INTERPRETATION. WEF and WRA reserves the right to modify these Terms and Conditions without notice to Attendees. WEF and WRA have the sole and final authority to

interpret these Terms and Conditions. Any matter not covered in these Terms and Conditions are expressly reserved to WEF and WRA for review and determination.

- 13. VIOLATIONS.** You acknowledge that any violation of these Terms and Conditions may result in WEF or WRA issuing you a verbal warning, removing you from the Event without refund, restricting you from attending future WEF or WRA events, and revoking your membership in WEF. Please indicate your acknowledgement and acceptance of these Terms and Conditions by checking "I Accept".