

## **POLICIES AND PROCEDURES**

POLICY NUMBER: **96-1**  
SUBJECT: **STANDARDS FOR PRESENTATIONS AND ENTERTAINMENT AT ALL CWEA EVENTS**  
EFFECTIVE DATE: January 27, 1996  
REVISION DATE:  
SUPERSEDES:  
APPROVED BY: Board of Directors

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### **POLICY**

CWEA prohibits presentations, demonstrations, literature, graphic art or entertainment, whether they be of a verbal, physical or visual nature, which CWEA deems objectionable to persons of any race, religion, or of either gender.

Demonstrations and/or entertainment using models, professional demonstrators, professional entertainers, or volunteers, must be carried out within the role of educating wastewater professionals and enhancing the standards of the profession. The overall content, character and costuming must be appropriate.

Any action or any representation that is racial, ethnic or sexual in nature, or that has racial, ethnic or sexual overtones, or that is suggestive of racial, ethnic or sexual matters is unacceptable. All entertainment shall be reviewed by the responsible organizer for any CWEA event.

### **PROCEDURE**

- CWEA Board of Directors is responsible for enforcement of this policy.
- Any individual responsible for entertainment or presentation shall review the content to ensure compliance with the policy.
- Inappropriate entertainment or presentations should be immediately terminated.
- Prompt, appropriate responses shall be taken to avoid or minimize any incident of inappropriate entertainment or actions.
- The inappropriate behavior and the action taken, shall be reported to the Association Manager.
- The Association Manager shall investigate any allegation of inappropriate entertainment and review preliminary finding with the Executive Committee.

- Upon completion of the investigation, a written report of the incident shall be submitted to the Board of Directors by the Association Manager.
- The Board of Directors shall take appropriate disciplinary action against anyone in violation of this policy. Possible action includes revocation of CWEA membership, and/or loss of right to participate in CWEA events.