

HIRMA Code of Conduct

Our Commitment

The Hispanic Insurance and Risk Management Association (HIRMA) is committed to fostering a professional, respectful, and inclusive environment for all participants, including members, sponsors, speakers, and guests.

Expected Behavior

All participants are expected to:

- Act with professionalism, integrity, and respect
- Support a welcoming and inclusive environment
- Respect personal boundaries and consent
- Communicate appropriately in all interactions
- Follow all applicable laws and venue policies

Prohibited Conduct

HIRMA does not tolerate:

- Harassment (verbal, physical, or visual)
- Unwelcome physical contact of any kind
- Sexual advances, comments, or gestures
- Discrimination, intimidation, or offensive language
- Disruptive or unsafe behavior
- Any conduct that makes others feel uncomfortable or unsafe

Reporting Concerns

If you experience or witness inappropriate behavior, please report it to a HIRMA board member, event organizer, or designated representative.

All reports will be handled seriously and with discretion.

Enforcement

HIRMA reserves the right to take appropriate action for violations, including:

- Verbal warning
- Removal from an event without refund
- Prohibition from future HIRMA events
- Revocation of sponsorship privileges

Sponsor & Partner Expectations

Sponsors and partners are responsible for ensuring their representatives comply with this Code of Conduct. Violations may result in removal and/or termination of sponsorship.

Agreement

By attending or participating in HIRMA events, all individuals agree to abide by this Code of Conduct.

Sponsor agrees that all representatives attending HIRMA events will adhere to the HIRMA Code of Conduct. HIRMA reserves the right to remove any individual and/or terminate sponsorship without refund for behavior that violates these standards.