



ONE LOUISVILLE

Code of Conduct

One Louisville is committed to providing a safe, productive, and welcoming environment at its meetings and events. This Code of Conduct applies to all participants, including investors, attendees, guests, speakers, volunteers, sponsors, One Louisville staff, vendors, service providers, and others.

Expected Behavior & Professional Conduct

- All participants should act in a manner that is respectful, considerate, and collaborative.
- All should maintain high standards of character and conduct regarding customers, vendors, employees, other businesses and fellow investors.
- All should respect the rules and policies of the meeting venue, hotel, One Louisville contracted facility, or any other venue. Appropriate business attire is required.

Unacceptable Behavior

- One Louisville prohibits harassment, intimidation, or discrimination in any form, including bullying and verbal comments related to gender, sexual orientation, disability, physical appearance, race, religion, or national origin.
- Physical or verbal abuse of any participant will not be tolerated.
- Unwelcome physical contact, including touching, hugging, grabbing, or impeding another person's movement. Contact should be limited to customary professional greetings and must stop immediately upon request. Conduct is evaluated by its effect on the recipient, not the intent of the person engaging in it.
- Unwelcome sexual attention, including sexual advances or propositions, sexually explicit or suggestive comments, jokes, or imagery, persistent unwanted attention, and photographing or recording an individual without consent.
- Disruptive behavior including excessive talking, protest behavior, unauthorized signage, badges, or promotional materials, inappropriate dress, intoxication or other behavior that diminishes the decorum of the event will not be tolerated.
- Retaliation against anyone who reports a concern in good faith, participates in a review, or declines unwelcome contact.

Anyone requested to cease unacceptable behavior is expected to comply immediately. One Louisville staff (or their designee) or security may take any action deemed necessary, including immediate removal from the event without warning or refund, and One Louisville reserves the right to prohibit attendance at its events by anyone violating this Code of Conduct. Violations may also be grounds for suspension or termination of membership under One Louisville's membership policy.

If you experience or witness unacceptable behavior, or have a concern, please notify any One Louisville staff member, or contact Miriam Nally, Chief Engagement Officer (mnally@onelouisville.org), or Henry Snyder, COO/CFO (hsnyder@onelouisville.org). Reports will be handled as confidentially as circumstances permit, and One Louisville prohibits retaliation against anyone who reports a concern in good faith. If you or another person is in immediate danger, call 911.

By purchasing a ticket to or attending a One Louisville event, each attendee consents to abide by this Code of Conduct and will be subject to its consequences.

onelouisville.org