

TERMS & CONDITIONS

IAVM 2024 Events

Event Cancellation or Postponement

IAVM reserves the right to cancel or postpone an event due to low participation, severe weather, or any other circumstance which would make the event non-viable. If IAVM cancels an event, registrants are eligible for a full refund. If an event is postponed or rescheduled, registrants will receive a full refund. IAVM is not responsible for travel arrangements or any other actual or perceived loss due to cancellation or postponement of an event.

Registration

Member rates apply to individuals with current membership status at the time of registration.

Payment

All payments must be submitted in U.S. funds. International wire transfers incur a USD \$25 fee.

Cancellations and Refunds

Any changes to registration are subject to \$100 admin fee, this includes cancellations/refunds, name changes, or registration type changes.

Cancellation and refund requests must be made via email to the IAVM Meetings Department at meetings@iavm.org. Fees are calculated based on the full cost of registration and the date cancellation request is submitted.

If a registrant is unable to attend an event for any reason, someone else from their venue/company may attend in their place with written notice up to 2 weeks prior to the event start date. If a cancellation is necessary, the following refund deadlines apply:

- Cancellation request submitted on or before **60 Days Prior to First Day of Event**: Full Refund minus \$100 admin fee
- Cancellation request submitted **30 Days – 59 Days Prior to First Day of Event**: 50% refund minus \$100 admin fee
- Cancellation request submitted **14 Days – 29 Days Prior to First Day of Event**: 25% refund minus \$100 admin fee
- Cancellation request submitted on **13 Days to First Day of Event**: No refund
- Optional fees (including, but not limited to: golf and pre-conference workshops) are non-refundable from the time of purchase.

The above cancellation deadlines apply to PAID, UNPAID, and partially paid registrations. Invoiced no-shows will be billed as a cancellation accordingly. Late requests for refunds due to special circumstances will be considered on a case-by-case basis.

Rollover Policy

There is no rollover option. If a registrant is unable to attend, and the venue is not able to send another attendee, registration will be refunded based on the above cancellation deadlines.

Media Waiver

IAVM will take photographs and video of this event for use in IAVM news and promotional material, including print, electronic, social media, and the IAVM website. By participating in this event, you grant IAVM the right to use any image, photograph, voice, or likeness, without limitation, in its promotional materials and publicity efforts without compensation or acknowledgement. All media become the property of IAVM and may be displayed, distributed, or used by IAVM for any purpose.

Code of Conduct for Meeting Participants

IAVM is committed to providing a safe and welcoming environment for all meeting participants regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, national origin, ethnicity, or religion (or lack thereof).

Meeting participants are expected to refrain from any unacceptable behavior during IAVM events.

Unacceptable behavior is defined as:

- Harassment, intimidation, or discrimination in any form. Harassment is defined as unwelcome conduct or comments, either directly against an individual or made in a general manner that contributes to an environment that is hostile or lacking respect or dignity. Examples of harassment include:
 - insulting, intimidating, demeaning, annoying, embarrassing or otherwise offensive behavior;
 - inappropriate or unwelcome focus or comments on a person's physical characteristics or appearance;
 - bullying and cyberbullying;
 - isolation and shunning, gossip, rumors, negative blogging, insults, name-calling;
 - throwing objects and physical contact and;
 - any other harassment that affects an individual's dignity or psychological or physical integrity
- Verbal abuse of any meeting participant. Examples of verbal abuse include, but are not limited to, verbal comments related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, national origin, ethnicity, political comments, or religion (or lack thereof).
- Inappropriate use of nudity and/or sexual images in presentations or comments.
- Threatening or stalking of any meeting participant.
- Postings of any promotional materials, special offers, job offers, product announcements, or solicitation for services. IAVM reserves the right to remove such messages and potentially ban sources of those solicitations.
- Real or implied threat of professional or financial damage or harm.
- Inappropriate disruption of meetings or presentations.

Unacceptable behavior will not be tolerated and will have consequences. Anyone asked to stop

unacceptable behavior is expected to comply immediately. If a participant engages in unacceptable behavior, IAVM may take any action they deem appropriate, up to and including expulsion from the event without warning or refund and, if appropriate, involvement of local law enforcement. Breaches of this Code of Conduct can result in disqualification from participating in future events and termination of IAVM membership.

If you see, overhear, or experience a violation of the Code of Conduct during an IAVM event, please report it immediately to an IAVM staff member and/or email IAVM's Director of Human Resources at rosanne.duke@iavm.org

Health & Safety

IAVM takes the health and safety of all event participants very seriously. We continue to monitor any health or safety issues that may negatively affect our participants and will notify you immediately should action be required.

Assumption of Risk Related to Communicable Diseases

Attendee, on their behalf, acknowledges and expressly assumes all risks that are in any way related to or arising from being exposed to or contracting a Communicable Disease at any IAVM event in the Venue. By registering to attend the event, Attendee is acknowledging and confirming, both now and in the future, that Attendee understands and expressly assumes the risk that they may be exposed to a Communicable Disease. Attendee expressly understands that these risks include contracting a Communicable Disease and the associated dangers, medical complications, and physical and mental injuries, both foreseen and unforeseen, that may result from contracting a Communicable Disease. Attendee further acknowledges and understands that any interaction with the general public poses an elevated, inherent risk of being exposed to and contracting a Communicable Disease, that it cannot be guaranteed that Attendee will not be exposed, and that as such, potential exposure to, or contraction of a Communicable Disease are risks inherent in Attendee's decision to register and attend the event that cannot be eliminated.

Release of Liability and Covenant Not to Sue

Attendee, on behalf of themselves, and their related persons, waives, releases, discharges, holds harmless, and covenants not to sue the released parties with respect to any claim, liability or demand of whatever kind or nature, either in law or in equity, that may arise in connection with, or related in any way to, (a) presence at the venue or (b) participation in the event or any related activities arranged, promoted and/or sponsored by the released parties, including, without limitation, those claims that arise as a result of: (1) in whole or in part, the sole, joint, or comparative negligence, or strict liability, of the released parties, and/or (2) the inherent risks associated with attending the event and visiting the venue, including, without limitation all claims for personal injuries, wrongful death or exposure to or contraction of communicable disease by attendee or other individuals exposed to any communicable disease; and all claims in connection with the application of any health and safety protocols.