



NNAHRA Code of Conduct

Welcome to our National Native American Human Resources Association (NNAHRA) event. We are happy to have you join us. We encourage a spirit of curiosity, friendliness, open-mindedness, and respect as you participate in our event. As tribal leaders and human resources professionals, we strive to exemplify the leadership qualities and interpersonal standards we advocate.

By registering for our NNAHRA event, you:

- Respect the boundaries and personal space of other attendees.
- Avoid aggressively promoting your own services, sales, products, or causes.
- Look out for one another.
 - Please notify a NNAHRA representative if you notice any concerning behavior.

The following behaviors are not acceptable at a NNAHRA event.

- Disrespecting personal boundaries.
- Harassment or discrimination of any kind.
- Disruptive behavior or any other behavior deemed undesirable by the board of directors

Cancellation Policy

The National Native American Human Resources Association (NNAHRA) requires all cancellations to be submitted in writing.

Force Majeure

In the event NNAHRA cancels the event due to an act of God, declaration of war, the act of foreign enemies, one or more occurrences that could directly impair travel, or any other event that directly or indirectly causes the cancellation or rescheduling of an



event, NNAHRA retains the right to issue a credit voucher for a future conference within the following twelve (12) months.

NNAHRA is not responsible for any other costs associated with attending the event.

Refund/Credit Policy

The National Native American Human Resources Association (NNAHRA) offers the following options for refunds or credits:

Refund: You may request a refund. A 20% administration fee will be deducted based on the price of the registration fee at the time of registration.

Credit Toward Future Events: You may request credit toward the next NNAHRA-sponsored event. A 20% administration fee will be deducted based on the price of the registration fee at the time of registration. The credit voucher is valid for twelve (12) months from the date of the event and is transferable to someone from the same tribal entity.

Note: Credit vouchers may not be used toward a Tribal Human Resources Certifications (THRP) Summit offered by the Drummond Woodsum Group.

Marketing and Likeness Notice

NNAHRA events are being photographed and recorded. NNAHRA reserves the right to copy, edit, exhibit, publish, and/or distribute photos and videos of attendees. By attending the event, all participants consent to their image being used for official purposes and waive the right to inspect or approve the finished product where their likeness, name, image, or sound of voice appears.



NNAHRA reserves the right to bar any person who violates our Code of Conduct from attending an NNAHRA event, in its entirety or in part, and/or to cancel the registration of the person without refund

All cancellation requests must be received in writing and sent to info@nnahra.org