



## **POLICY STATEMENT**

### **DIVERSITY AND INCLUSION**

The International Association of Exhibitions and Events (IAEE) values diversity and inclusiveness. IAEE provides opportunities to all persons who wish to participate in the activities of the association without regard, including but not limited to: age, color, disability, family responsibility, gender, gender identity, national origin, political affiliation, race, religion or sexual orientation.

IAEE's Board of Directors recognizes their responsibility to provide resources and support to achieve this goal.

IAEE seeks individuals and groups that are under-represented within the membership and leadership of the association. IAEE encourages its members and the exhibitions and events industry to maintain these objectives in the conduct of their own business by creating an environment that allows all people the opportunity to reach their full potential in the pursuit of corporate objectives.

Further, the IAEE Board of Directors supports IAEE events being held in destinations that value diversity and inclusion and may choose whether to hold events in destinations where any state or local government arm, including a legislature, board or agency in the jurisdiction of the destination, having enacted legislation or regulation that has the effect of:

- 1) repealing existing legal protections or prohibiting the passage of legal protections for subject individuals
- 2) allowing discrimination against subject individuals in employment, housing, or public accommodations or services; or
- 3) prohibiting subject individuals from accessing facilities (including, but not limited to, restrooms), where subject individuals are those identified in the legislation or regulation based on the aforementioned individuals.

*Approved IAEE Board of Directors 29 November 2016*