

WEDA PROFESSIONAL EXPECTATIONS:

The Western Dredging Association (WEDA) is committed to providing a professional atmosphere that values personal respect, intellectual growth, and encourages free expression and the exchange of ideas. WEDA seeks to provide members, guests, and staff a safe, professional, and welcoming atmosphere. Discrimination based on race, color, sex, religion, national origin or ancestry, mental or physical disability, age, marital status, sexual orientation and gender identity, or any other characteristic protected under applicable federal, state, or local law is unacceptable. WEDA members and guests are expected to maintain professional courtesy and respect in all matters and activities while attending WEDA events.

All WEDA members, conference media, conference attendees, conference presenters, and conference sponsors are expected to support an inclusive environment by:

- Treating others with dignity and respect.
- Taking responsibility to conduct yourself in accordance with the professional standards of WEDA, your company, organization, or agency.
- Fostering collaboration and meeting participation and encouraging the expression of different perspectives.
- Being open-minded and listen when given constructive feedback regarding others' perception of your conduct. Addressing and/or reporting inappropriate behavior and comments that are discriminatory, harassing, abusive, threatening, offensive, or unwelcome.

To that end, WEDA wants members and guests to understand that they can expect to be treated fairly, that they are expected to foster a sense of belonging, and that should someone violate these expectations, WEDA will respond accordingly.

Anyone witnessing or experiencing disrespectful or unprofessional conduct should reach out to the WEDA's Board President, Vice President, Board Secretary, or Board Treasurer. If otherwise preferred, individuals may also make reports to an anonymous third-party hotline as listed below.

President: Matt Binsfeld, mbinsfeld@jfbrennan.com

Vice-President: Carol Shobrook, CShobrook@WeeksMarine.Com

Secretary: Lori Brownell, lbrownell@porthouston.com

Treasurer: Walter Dinicola, wdinicola@anchoragea.com

Third Party Hotline: Lighthouse, TBD

WEDA will address all issues in a fair and confidential manner. WEDA leadership, at their sole discretion, may take action to redress such conduct, including terminating the membership, asking any individuals to leave the conference or event at their own expense without a refund of any fees paid, banning such individuals from future WEDA events, or reporting such conduct to the individuals' employer or institution or to a law-enforcement agency.

WEDA is committed to advancing the North American dredging community by creating opportunities for collaboration and educational experiences that enhance the industry's intellectual capital. WEDA appreciates your support, while attending WEDA events or learnings, in creating a positive environment for all dredge professionals.