



# Emerging Leaders Alliance

## COVID Release & Hold Harmless Agreement

The Emerging Leaders Alliance (ELA) is complying with guidance from the U.S. Centers for Disease Control and relevant state and local authorities in an effort to provide a safe and healthy environment for all event attendees during the ongoing pandemic. However, COVID is an extremely contagious disease and it is not possible to eliminate the risk of spreading or contracting COVID. An inherent risk of exposure to COVID exists in any public place where people are present, and efforts to mitigate the risk of exposure to COVID may not be sufficient to prevent spreading or contracting COVID.

Each person who registers for and attends an ELA event or meeting (together with any other activities hosted or sponsored by, or affiliated with, ELA or any Partner Association, an "Event") must acknowledge and agree to each of the following terms and conditions:

- I will comply with all orders, directives, and guidelines while attending or participating in any Event issued by ELA, a Partner Association, or any venue hosting an Event, including, without limitation, requirements related to hand sanitation, social distancing and use of face coverings.
- I agree not to attend any Event if I am experiencing symptoms associated with COVID (such as cough, shortness of breath, fever, or loss of sense of smell or taste, etc.), have a confirmed or suspected case of COVID, or have come in contact in the last 14 days with a person who has been confirmed or suspected of having COVID.
- I am aware of the highly contagious nature of COVID and the risk that I may be exposed to or contract COVID or other infectious diseases as a result of attending an Event.
- I understand and acknowledge that such exposure or infection may result in serious illness, personal injury, permanent disability or death.
- I acknowledge that risks of exposure to COVID may result from or be compounded by the actions, omissions or negligence of others, including ELA, the Partner Associations, the venue hosting an Event, and their respective agents, employees and contractors.
- I acknowledge that I am attending one or more Events with knowledge of the risks associated with COVID and the danger of exposure attendance may pose. I hereby accept and assume all risks of personal injury, illness, disability, and death resulting from COVID arising from attending or participating in the Event(s), whether caused by the negligence of ELA, a Partner Association, the venue hosting an event, their respective agents, employees, or contractors or otherwise.
- I hereby expressly waive and release any and all claims, now known or hereafter known, against ELA, each Partner Organization, and their respective officers, directors, employees, agents, affiliates, members,

successors, and assigns (collectively, "Releasees"), on account of injury, illness, disability or death, arising out of or attributable to my attendance at or participation in any Event and exposure to or contraction of COVID, whether arising out of the negligence of any Releasee, the venue hosting an Event, or such venue's agents or employees, or otherwise. I covenant not to make or bring any such claim against any Releasee, and forever release and discharge each Releasee from liability under, and will hold the Releasees harmless against, such claims.

## **Anti-Harassment Policy**

The Emerging Leaders Alliance (ELA) is dedicated to providing harassment-free events for everyone, regardless of age, race, religion, disability, gender, gender identity or sexual orientation. We do not tolerate harassment in any form of anyone attending an ELA event.

Harassing behaviors include: offensive verbal comments related to age, race, religion, disability, gender, gender identity or sexual orientation; the use or display of sexual images, activities or commentary in public spaces; deliberate intimidation; stalking or following; harassing photography or recording; sustained disruption of events; or inappropriate physical contact.

Participants asked to stop any harassing behavior are expected to comply immediately. Participants violating this policy may be sanctioned or expelled from the event, and/or the membership of their sponsoring society/association at the discretion of that group's leadership.