



**Colorado Dragon Boat Festival  
Non-Discrimination Policy and Code of Conduct Agreement**

Dragon 5280 d/b/a Colorado Dragon Boat Festival, its Board of Directors, Operations Committee members, contractors, staff, sponsors, vendors, dragon boat race participants, volunteers and all individuals associated with the Colorado Dragon Boat Festival to take place in July 2019 at Sloan's Lake, Denver, Colorado (the "Festival") at any level, and at all times on Festival grounds, agree to honor and abide by the following statement of nondiscrimination in actions and words:

All persons associated with the Festival will provide service to individuals without regard to an individual's age, ancestry, creed, color, citizenship, national origin, physical or mental disability, race, religion, sexual orientation, gender identity/expression, HIV/AIDS status, marital status, military status, veteran status, or any other protected classification in accordance with state, federal and municipal laws."

Anyone associated with the Festival, their employees and/or associates on Festival grounds, in violation of this statement will be asked to leave the Festival grounds immediately and will forfeit all rental, registration and sponsorship fees, related benefits, and damage deposits as applicable. Additionally, any actions taken or words spoken to individuals or groups contrary to this statement or the spirit and intention of this statement are not permitted on Festival grounds, or in any communication associated with the Festival in the future.

All persons associated with the Festival also agree:

- To interact with guests, staff, volunteers and anyone associated with the Festival in a respectful manner at all times;
- To be suitably and appropriately attired at all times, and to display Festival affiliation/onsite ID at all times; and
- To represent the Festival in a positive, welcoming manner at all times, or request assistance in order to do so.

By signing this document, I agree to this Non-Discrimination and Code of Conduct Agreement and I assume full responsibility for the behavior of my employees and/or associates associated with my company or dragon boat race team participating in the Festival. I agree that any

violation of this Agreement may result in my removal from the Festival grounds and that such decisions will be made at the sole discretion of the Dragon 5280 d/b/a Colorado Dragon Boat Festival Executive Director, Operations Manager, or Board of Directors.

I agree to abide by the Colorado Dragon Boat Festival Non-Discrimination Code of Conduct Agreement.

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Printed Name

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Affiliation

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Signature

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Date Signed