



CORPORATE MEMBERSHIP FAQs

What are the Membership Dues and when are they due?

- CEANY Corporate membership dues are \$1,500 annually and are active from November 1st through October 31st calendar year.
- Membership applications for the current program year will be accepted from November 1 to April 1 annually.
- CEANY membership dues are not refundable.
- Corporate membership dues will not be pro-rated – they will be \$1,500 regardless of the date of application. All Corporate memberships expire on October 31st.
- Corporate member logos provided for membership or sponsorship cannot include a division, or product promotion tagline.

Who should be on the Corporate Membership List?

Memberships are held in the name of the company and not Individuals.

- **Membership Bundle Administrator:** This Corporate Membership main point of contact is the liaison between CEANY and your company. CEANY Board of Directors and appointed committee members will communicate with you regarding your membership questions, conference information and opportunities, annual dues, and company listings. This contact is responsible and will be held accountable for company adherence to the CEANY corporate member policy and code of practice.
- **Other Members:** Corporate members are welcome to add a total of 5 individuals under their membership that represent the corporation. All individuals listed under a corporate member company must have an email address that corresponds with the member company.

What are some of the additional terms and policies of Corporate Membership?

- To maintain our membership equity, we ask all members to be respectful and cautious when sending emails and mailings to fellow CEANY members. Member contact information may not be harvested, sold to others, incorporated into any type of database, used to generate mailing lists, or employed for any promotional purpose.
- Be selective about who you send to the CEANY conferences.
- CEANY conferences are designed to facilitate networking and professional development for our members, not necessarily make a sale.
- CEANY reserves the right to terminate any membership in the event of nonpayment of dues, violation of CEANY's policies, or any other breach of its policies. Termination does not entitle the organization to a refund of dues.

What if we are a subsidiary?

Umbrella or parent companies can cover their subsidiaries under their membership; however, each individual must possess a valid email address that is associated with the member company's name. It's important to note that membership does not authorize co-branding or co-sponsoring of these companies on the CEANY website or sponsorship materials. The total number of conference attendees for both the umbrella company and its subsidiaries will be counted together, but one brand or entity should be designated as the corporate membership name.

What to do if our company is acquired, merged with another entity, or rebranded?

- In terms of mergers and acquisitions or a rebrand of your company, CEANY membership will be up for review. A new corporate membership application may be necessary based on the ruling from the CEANY Executive Board.
- For a rebrand where the original Corporate membership company name no longer exists, and no acquisition or merger has occurred, a CEANY Corporate membership name change would apply.

What is the discount for being an Annual Conference Sponsor and how should we participate in our sponsorship?

- The Annual CEANY conference provides excellent opportunities for corporate and CEANY members to network and corporate to corporate networking. Please support the inclusion and participation of all registered members at all CEANY-sponsored program sessions.
- Conference sponsorship is available at a discounted rate to all Corporate Members who are in good standing. Membership dues must be current, and all outstanding balances must be paid in full to receive the 20% vendor discount.
- CEANY conference attendees should not receive invitations that take them away from conference programming.
- Conference name badge sharing is not permitted under any circumstance. Registration allotments are not transferable to other brands or companies. Registrations are for the full conference – no single-day registrations are offered.
- Corporate members are not permitted to bring non-member guests to the conferences.
- Use of the CEANY logo is not permitted for materials to be distributed at the conference.
- Attendee rosters are not to be harvested, sold to others, incorporated into any type of database, used to generate mailing lists, or employed for any promotional purpose.
- Corporate Members and sponsors of the conference may receive additional paid and complimentary attendee allocations for certain sponsorship levels.

What is CEANY's Code of Conduct and Anti-Harassment Policy?

CEANY is committed to providing a professional environment that is free from harassment and discrimination in which all individuals, including members, sponsors, sub-contractors and volunteers, are treated with respect and dignity. Each individual has the right to be in a professional atmosphere free from unlawful harassment, discrimination, and retaliation.



This policy applies to conduct by all members of CEANY including but not limited to officers, directors, members of committees, speakers, exhibitors, sponsors, members, attendees, volunteers, and sub-contractors. It applies to complaints of harassment or other conduct involving the treatment of CEANY members as well conduct that involves members, at or in connection with all CEANY events, including but not limited to board, committee, region, and meetings, conferences, and all other CEANY programs, online forums, events, and activities, whether in person, via telephone, video, online, or otherwise (collectively, “CEANY events”).

CEANY is committed to providing a safe and productive environment free of discrimination, hostility, harassment, and retaliation based on race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, physical appearance, body size, or any other characteristic protected by law.

CEANY has a zero-tolerance policy for discrimination, harassment, and retaliation and is committed to enforcing this policy vigorously, consistently, and objectively at and in connection with all CEANY events.

It is CEANY’s policy to ensure equal opportunity without discrimination or harassment on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, physical appearance, body size or any other characteristic protected by law. CEANY prohibits all such discrimination and harassment and will address all allegations swiftly and fairly.

Harassment based on any protected characteristic is strictly prohibited. Harassment includes verbal, written, or physical conduct that denigrates or shows hostility toward an individual based on any of the above listed protected factors and that: (1) has the purpose or effect of creating an intimidating, hostile, or offensive environment, including at CEANY events; (2) has the purpose or effect of interfering with an individual’s performance or ability to participate in CEANY events; or (3) otherwise affects an individual’s ability to participate in CEANY events.

Harassing conduct includes but is not limited to epithets, slurs, or negative stereotyping; threatening, intimidating, or hostile acts; and denigrating jokes; and offensive texts, emails, or other messages.

Sexual harassment means any unwelcome conduct, comment, gesture, or contact of a sexual nature, whether on a one-time basis or in a continuous series of incidents that might reasonably be expected to offend or embarrass an individual. Sexual harassment also includes any unwelcome sexual advances, requests for sexual favors, and other verbal or physical unwelcome conduct.

What is considered prohibited conduct?

As a professional organization, CEANY is committed to diversity, equity, professional treatment of ideas, and respectful treatment of all members at or in connection with all CEANY events. CEANY seeks to provide a professional atmosphere in which diverse participants may learn, network, and otherwise participate in an environment of mutual respect. Conduct that is prohibited includes but is not limited to:

- Harassment or intimidation based on race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, physical appearance, body size, or any other characteristic protected by law.
- Sexual harassment or intimidation, including unwelcome sexual attention, stalking, or unsolicited physical contact.
- Harassment, intimidation, or coercion based upon a position as a board member, employee, or any position of influence.
- Abusive, lewd, or threatening conduct.
- Bullying, harassment, or unprofessional conduct toward members, volunteers, or other participants at CEANY events.
- Physical violence or threats of violence.
- Sexually charged communications or conduct.