

COVID-19 SAFETY AND SHOW POLICIES

We at SHRM are very much looking forward to **Welcome You** to the largest gathering of HR People, however the health and safety of all participants at SHRM conferences remains our top priority. As information pertaining to the virus continues to develop, we will adjust our approach as needed and keep you up to date with new developments to ensure a coordinated effort and a safe environment for all SHRM conference attendee.

Screening

Conference attendees, exhibitors, vendors, and speakers will be required to participate in a wellness check before they receive their conference name badge. Everyone will be asked the following questions before they will receive their badge and gain entry into the conference:

- Are you fully vaccinated?
- In the past 24 hours, have you experienced COVID-19 symptoms?
- Have you or people whom you have close contact with, like someone who lives in your house, a relative, a friend, or a co-worker
 - tested positive for COVID-19 in the last 14 days or
 - had any COVID-19 symptoms in the last 14 days?
- All Delegates are requested to be fully vaccinated to participate in the event. Please carry soft copies of your fully vaccination certificates.
- Delegates must follow the signs marking entry to and exit of the conference rooms and concurrent halls
- All participants must adhere to physical distancing and general COVID-19 preventive measures
- Social distancing practices will be implemented according to all venue, local and state guidelines.
- The conference room will be thoroughly and regularly sanitized during session breaks
- Mask wearing will be required throughout the event including the sessions, during networking breaks, and with meeting the exhibitors
- Delegates must always keep a minimum distance of one meter to others while networking with each other. To assist in minimizing potential physical contact, elbow bumps are a great alternative to handshakes
- We will have hand washing facilities and/or sanitizing systems easily accessible to everyone throughout the event.
- Signage will be placed to remind all attendees to social distance and frequently wash and sanitize their hands

COVID-19 Policies

- SHRM will strictly follow COVID-19 safety procedures as outlined by the National Center of Disease Control; Ministry of Health & Family Welfare-Government of India, Ministry of Home Affairs, Govt. of India, and by the World Health Organization
- During your attendance at the SHRM Conference, you will be required to support our COVID-19 Safety Measures, and strictly follow our COVID-19 policies and procedures. These COVID-19 policies and procedures may include but are not limited to personal sanitization, mandatory face covering, and social distancing. These policies and procedures may be modified at any time in advance of or during the SHRM Conference

Waiver of Lawsuit/Release of Liability:

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- **COVID-19 WARNING, ASSUMPTION OF RISK, WAIVER OF RISK AND RELEASE OF LIABILITY AND INDEMNIFICATION FOR ATTENDING 2022 SOCIETY FOR HUMAN RESOURCES (SHRM) CONFERENCES WARNING RELATED TO COVID-19 INFECTION***
 - The novel coronavirus, COVID-19, has been declared a worldwide pandemic and is very contagious.
 - COVID-19 can cause serious and potentially life-threatening illness and even death.
 - SHRM has taken and will continue to take all reasonable precautions to prevent against the presence and spread of the disease but cannot and does not guarantee against exposure; and therefore, in choosing to attend SHRM Conferences you acknowledge that you are assuming a risk that you may be exposing yourself to COVID-19 and its potential health risks.
 - **ASSUMPTION OF RISK**
 - I have read and understand the above warning concerning COVID-19. I acknowledge that attending a SHRM Conference is of value to me and that I accept the risk of being exposed to COVID-19 in order to attend. Therefore, I choose to accept the risk of exposure to COVID-19 and I agree that I am personally responsible for my safety and actions while attending SHRM Conferences.
 - **WAIVER OF LAWSUIT/ RELEASE OF LIABILITY**
 - I, for myself, my family, successors, and assigns hereby forever release, waive, discharge, and covenant not to sue SHRM, its board of directors, board members, officers, agents, servants, affiliates, employees, successors, and assigns (collectively the “Released Parties”) from any and all liability, claims, demands, actions, and causes of action whatsoever, directly or indirectly arising out of or related to any loss, damage, or injury, including death, that may be sustained by me related to COVID-19 while participating in any activity associated with SHRM Conferences.
 - **INDEMNIFICATION**
 - I agree to indemnify, defend, and hold harmless the Released Parties from and against any and all costs, expenses, damages, claims, lawsuits, judgments, losses, and/or liabilities (including attorney fees) arising either directly or indirectly from or related to any and all claims made by or against any of the Released Parties due to bodily injury, death, loss of use, monetary loss, or any other injury from or related to my attendance at SHRM Conferences specifically related to COVID-19.

We are working closely with our event partners to make sure that the same high standards hygiene and cleanliness are maintained at all times during the event. We are committed to implementing conscious and intentional measures to not only combat COVID-19, but promote healthy best practices that will become the protocol for all events during high- and low-risk time periods alike

Regards,

SHRM Team