

## NAELA Online Community User Agreement

We all want the NAELA Community to be a safe and comfortable environment through which members and staff can connect, and be a useful and productive tool for working and learning together. All users shall be responsible for conducting their activities in compliance with all applicable laws, rules, and regulations. To ensure this, each participant will accept and adhere to the following conditions. I understand that violating these conditions can result in temporary or permanent suspension from access to NAELA Listservs. Use of NAELA Listservs indicates acceptance of this User Agreement.

1. I will behave responsibly and respectfully towards all members of this Community, respecting their values and viewpoints as well as their rights and feelings. Inappropriate Listserv postings would include, for example, comments or materials that make false or defamatory statements about others; are obscene, vulgar, abusive, hateful or threatening; or harass or discriminate on the basis of race, religion, nationality, ethnicity, gender, sexual preference or other factors including political affiliation.
2. I will work with other community members to ensure that it remains welcoming to new participants and ideas, and embraces diversity.
3. I will work with my fellow members to deliberate and make equitable decisions. I will do my best to see that every decision-making process includes reasonable representation of those who are directly affected by its outcome.
4. Acknowledging that differences of opinion and conflict will undoubtedly occur, I agree to resolve conflict constructively.
5. I agree that all postings shall be of an informational nature and for informational purposes only. Commercial use or any other unauthorized use of this email list is prohibited. I will not use the Listservs to solicit or conduct business, including the direct or indirect marketing of users' products or services, in any manner. The Listservs may not be used to provide information, materials, products, or services in exchange for compensation of any kind.
6. I will not post notices of non-NAELA educational events or programs without the express prior permission of NAELA.
7. I understand all NAELA Listservs are subject to periodic audit and monitoring by NAELA staff members.
8. I will not publish, display, re-post, or disclose in any other forum or setting any posting (other than my own) that appears on a NAELA Listserv without permission of the author of the same. Nevertheless, I understand that Listserv postings are not generally considered to be legally privileged, confidential, or, in the event of litigation, protected from discovery. Therefore, participants should not post any message they would be embarrassed or concerned to see displayed or disclosed publicly.
9. I will not post materials in a manner that infringes any copyright, trademark, or other property rights of third parties, nor will I defame any person, entity, product, or service. I will also avoid comments or conduct that may encourage anti-competitive or collusive behavior in violation of antitrust or unfair competition laws, such as disclosing or discussing specific rates or fees for legal services. I acknowledge that conduct contrary to these prohibitions can result in personal liability to me.
10. I agree that comments and other postings by me may be utilized by NAELA in other applications, including by being reproduced in NAELA publications and other media.
11. Constructive feedback regarding NAELA can be submitted to [naela@naela.org](mailto:naela@naela.org). Feedback regarding the

Listserve, its use, or application can be submitted to [naela@naela.org](mailto:naela@naela.org).

12. I acknowledge that NAELA is providing the Listserv as a service to NAELA members, and I hereby release NAELA, its directors, employees, and agents from any claims, liability, damages, and costs suffered or incurred by me arising out of my conduct, or the participation or conduct of anyone else, related to the Listserv.

13. I acknowledge that if I violate this agreement, my rights to participate in this community can be suspended or terminated.