

Vetworks BV

Training Code of Conduct

1. Purpose

The purpose of this Code of Conduct is to create a professional, respectful, inclusive, and productive learning environment for everyone participating in a Vetworks BV training.

All participants, trainers, speakers, and organizers are expected to follow these principles throughout the training.

2. Respect and Professionalism

Participants are expected to:

- Treat trainers, colleagues, speakers, and other participants with respect.
- Listen actively and allow others to express their opinions.
- Communicate in a professional and constructive manner.
- Respect different backgrounds, cultures, experiences, and professional perspectives.
- Avoid offensive, intimidating, discriminatory, or inappropriate language or behavior.

3. Participation and Learning

Participants are encouraged to actively participate in discussions, practical sessions, workshops, and Q&A activities.

Everyone should have a reasonable opportunity to contribute. Participants should avoid interrupting others, dominating discussions, or preventing others from participating.

Questions and different opinions are welcome when expressed respectfully and constructively.

4. Confidentiality and Professional Information

Training discussions may include professional, commercial, scientific, veterinary, or company-related information.

Participants should:

- Respect confidential information shared during the training.
- Not disclose confidential information about other participants, companies, farms, customers, or cases.
- Obtain permission before recording or distributing training sessions or materials.
- Respect intellectual property and copyright belonging to Vetworks BV, trainers, speakers, or third parties.
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5. Use of Training Materials

Training materials provided by Vetworks BV are intended for the registered participant's educational use.

Materials should not be copied, published, sold, distributed, or used for commercial purposes without prior permission from Vetworks BV or the relevant rights holder.

6. Photography, Recording, and Social Media

Participants should not photograph, record, or livestream trainers, speakers, presentations, practical sessions, or other participants without appropriate permission.

When sharing information about the training on social media, participants should respect the privacy of others and should not share confidential or restricted information.

7. Safety and Practical Sessions

During practical sessions, participants must follow all instructions provided by trainers and organizers.

Participants are expected to comply with applicable safety, hygiene, biosecurity, and site-specific requirements.

Any safety concern, accident, or incident should be reported immediately to the trainer or organizer.

8. Attendance and Punctuality

Participants are expected to attend the scheduled sessions and arrive on time.

Late arrival or early departure should be communicated to the trainer or organizer whenever possible.

For training courses involving practical activities or certification, attendance and participation requirements may apply.

9. Harassment and Discrimination

Vetworks BV does not tolerate harassment, bullying, discrimination, intimidation, threats, or other inappropriate behavior during its training activities.

This applies to behavior in person as well as through digital communication, email, online training platforms, or other training-related channels.

10. Reporting a Concern

If a participant experiences or witnesses inappropriate behavior or another serious concern, they are encouraged to speak with the trainer, training coordinator, or another Vetworks BV representative.

Concerns will be treated seriously and, where appropriate, handled confidentially.

11. Non-Compliance

Vetworks BV reserves the right to take appropriate action when this Code of Conduct is violated.

Depending on the circumstances, this may include a warning, removal from a session, exclusion from the training, or other appropriate measures.

12. Our Shared Commitment

Successful training depends on everyone's contribution.

By participating in a Vetworks BV training, we ask everyone to:

Be respectful.

Be professional.

Be open to learning.

Share knowledge constructively.

Respect confidentiality.

Help create a safe and positive learning environment.

Vetworks BV

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