New Zealand Disability Employers' Network Disability Inclusive Pathways Conference Terms and Conditions

Version 3.0 23/04/2026

Prior to registering, you must acknowledge and accept the Conference Terms & Conditions. Should you not wish to accept the Terms & Conditions you should not register. Submission of a registration is regarded as affirmation of your acceptance of these Terms & Conditions.

The NZDEN Disability Inclusive Pathways Conference (the "Conference") will take place as follows: **4th and 5th August 2026** at the **Pullman Auckland Hotel and Apartments.** An additional public sector event will be held on **Thursday 6th August 2026**, which is also covered by these terms and conditions.

The conference is operated by the New Zealand Disability Employers' Network Limited (henceforth NZDEN).

For questions or to discuss these terms and conditions, please contact the NZDEN on info@nzden.org.nz.

Acceptance of Policies and Registration Conditions

The following Conference Registration Terms & Conditions (the "Terms & Conditions") apply to the NZDEN Disability Inclusive Pathways Conference events. Prior to your registration, you must acknowledge and accept the Terms & Conditions contained herein. Should you not wish to accept the Terms & Conditions you should not register.

Submission of a registration is regarded as affirmation of your acceptance of these Terms & Conditions.

Bookings

All applications to register for the Conference are subject to availability and Applicants making full payment. An Invoice/receipt confirming your registration will be sent to you within five (5) working days of receipt of your Conference payment.

Event Pricing

All prices are listed in New Zealand dollars (NZ$) and exclude New Zealand Goods and Services Tax (GST). All transactions are billed in New Zealand dollars (NZ$).

Payment

All fees must be settled prior to the conference. If you arrive on-site at Conference with a balance due, you will be required to pay the full amount outstanding prior to attending the Conference.

Payment is available through the following methods using our Humanitix booking system -

- Invoice - in the name of your organisation to be paid by bank deposit
- Payment gateway – immediately processed on our Humanitix booking system
    - Credit card
    - AfterPay
    - Zip

Payment by invoice

When paying by invoice, the fee for the Conference must be settled in full either 28-days from registration, or prior to the event, whichever is the earlier. If you arrive on-site at Conference with a balance due, you will be required to pay the full amount outstanding prior to attending the Conference.

Payment by credit card, AfterPay and Zip

When paying by credit card, AfterPay, or Zip, payment will be considered paid in full at the completion of the transaction on our Humanitix booking system. These may incur additional fees.

Payments by American Express will incur additional fees.

Conference Fee

Except where explicitly stated, the Conference Fee is an “All Inclusive Fee” which includes such costs as venue hire, audio visuals, presenter fees, catering, entertainment, and administration. Other than as per the Cancellation Policy below no refund or discounts will be offered should you not attend any parts, associated functions, or any sessions of the Conference.

As per the Cancellation Policy below no refund or discounts will be offered should you not attend the Conference.

Attendee Substitution Policy

An appropriate substitute participant is welcome any time before the conference starts. Please let us know the replacement's name. If you have booked on a member price and a non-member is to attend in your place, you will be invoiced for the difference in price.

Substitutions made less than one month before Conference will incur a $50 processing fee.

Cancellation Policy

If your circumstances change and you can no longer attend the Conference, you may cancel your registration booking by providing email notice to NZDEN info@nzden.org.nz.

The NZDEN Conference refund policy is as follows:

- Cancellation 30 days or more before Conference: Full refund
- Cancellation less than 30 days before Conference: No refund

In the event that you cancel your Conference Registration, NZDEN shall refund you the remaining fees subject to the above dates, if any, within thirty (30) days of receipt of the cancellation notice.

Refer to the Unforeseen Events clause for further guidance on the impact of Unforeseen Events (such as pandemics and natural disasters) cancellations

Please note that cancelling your registration does not automatically cancel your hotel and travel arrangements. Individuals are responsible for cancelling their own hotel and travel reservations.

Accommodation

Accommodation may be purchased through the NZDEN by emailing our team on info@nzden.org.nz, or directly from a booking link that will be supplied.

At all times, bookings for accommodation are subject to Accor - General Terms and Conditions of Sale available using this link or upon request.

Unforeseen events

Due to the uncertainty relating to government regulations for the management pandemics, and the impact of other unforeseen events including, but not limited to, natural disasters, and our commitment to keep delegates safe, the event organisers may decide at any time to run the conference online or delay the conference. By registering for the Conference, you acknowledge and accept this is not valid grounds for requesting a refund. Tickets will be valid for the new virtual format or the new date.

The NZDEN is not liable for any expenses (including cancelled flights, accommodation, etc.) incurred as a result of such a change.

The NZDEN recommends that attendees hold insurance that covers any losses related to changes the organisers may make in response to Unforeseen Events. Alternatively, we encourage attendees to make bookings related to accommodation and travel that are refundable.

Pandemics

The conference will follow the requirements and guidance of the NZ Government and venue in regard to pandemics.

Please ensure you abide by the health and safety guidelines of the venue. Events are subject to Ministry of Health guidelines and NZDEN retains the right to add additional requirements as is judged best by the conference organisers to protect attendees.

Natural Disasters

In the case of a natural disaster, the event organisers will consider the full situation before deciding whether to proceed with the conference, shift to an online format, or delay the conference.

Accessibility

NZDEN is committed to making reasonable efforts to accommodate the accessibility requirements of all conference attendees. While we strive to provide an inclusive and accessible environment, we note that our ability to meet all specific needs is on a best-efforts basis.

New Zealand Sign Language (NZSL) interpretation will be available throughout the conference, and the venue is step free to ensure ease of access for all participants. If you have accessibility needs, please contact NZDEN in advance so we can discuss arrangements.

Dietary Requirements

NZDEN will liaise with the Conference venue to advise of any dietary requirements. However, NZDEN is unable to guarantee that all dietary requirements will be able to be catered for. It is recommended that if your dietary requirements are of a significant nature that you please contact NZDEN so that arrangements can be discussed.

Credentials

Conference issued credentials are the sole property of NZDEN and must be surrendered upon demand to Conference Organiser representatives. Conference issued credentials must be worn while at the Conference or designated off-site activities. Failure to wear these credentials may result in refusal of admittance or removal from the Conference or off-site activity.

Use of Photographic and Video Material Taken at the Conference

An attendee is permitted to use hand-held cameras and/or smart phones to take photographs and capture digital images for personal, non-commercial use, provided the photography is not disruptive. Photographs may not be published, sold, reproduced, transmitted, distributed, or otherwise commercially exploited in any manner whatsoever.

NZDEN may use professionals and or volunteers to document and display the event experience. This may include, but is not limited to:

- Photography
- Videography
- Streaming
- Audio recordings

NZDEN may also use social media (e.g. Facebook, LinkedIn) to: (i) post real-time photos and videos to its social media feeds; and (ii) display select submissions from those feeds on monitors throughout the event venue.

By attending the event, you acknowledge and agree as follows: (a) NZDEN may edit and use footage it captures at the event for marketing and promotional activities and for any other lawful purpose in the ordinary course of its business; and (b) due to the prevalence of mobile recording devices in today's world, NZDEN disclaims all liability for the capture of your image in any multimedia format by other attendees or persons at the event.

Attendees and sponsors are encouraged to capture their event experiences and post their own social content from the event (text, photos, audio, video, streaming), provided it does not infringe upon the rights of any attendee, sponsor, third-party, or NZDEN. Such infringement would include but is not limited to, defamation or infringement of intellectual property rights. In the event an attendee requires a release or permission to protect the rights of a third party, obtaining such a release or permission shall be the sole responsibility of the attendee.

For clarity, attendees are strictly prohibited from recording conference sessions, presentations, or any presenter materials—including slides, handouts, and audio—without explicit written permission from NZDEN. This applies to all forms of recording, including but not limited to audio, video, and screen captures.

NZDEN may, at its discretion, make select presentation slides or materials available to attendees after the conference has concluded. However, the provision and availability of such materials are not guaranteed and remain at the sole discretion of NZDEN and the individual presenters.

Exhibitors & Sponsors

You may be asked to provide your contact details to exhibitors or sponsors at the Conference. Please note that this is optional, but should you provide exhibitors and/or sponsors during the Conference your contact details then you are opting-in to receiving communications from that entity and will be subject to their communications and privacy policy and must opt-out with them directly.

Code of Conduct

All attendees, sponsors, staff, and vendors are expected to maintain a respectful and professional atmosphere at the event. Examples of unacceptable conduct include, but are not limited to: harassment (such as unwelcome verbal or physical attention, offensive jokes, or inappropriate comments), unwanted photography or videography without consent, and disruptive behavior (including excessive noise, interruption of presentations, or aggressive actions).

If you experience or witness any incident that violates these standards, please report it immediately to NZDEN staff at the registration desk or find an NZDEN staff member. Your report will be handled confidentially and with care.

Admittance or Expulsion

NZDEN is committed to providing a safe, inclusive, and welcoming environment to all participants, including staff and vendors. NZDEN has no tolerance for discrimination, harassment, or bullying in any form at NZDEN-related events. Participants are expected to adhere to these principles and respect the rights of others.

In its sole discretion and without refund, NZDEN reserves the right to refuse admittance to or expel from the Conference anyone that it determines is behaving in a manner that could be disruptive to the Conference or any other attendee including Conference Presenters, or whose actions are deemed to have brought the image or reputation of NZDEN into disrepute. This includes Social Media postings.

Presenters

It may be necessary for reasons beyond NZDEN's reasonable control to alter the advertised content or the advertised speakers. NZDEN reserves the right to do this at any time. Where NZDEN should do this then no refund of Registration Fees will be payable by NZDEN.

Presenter Views

The views expressed by any Conference attendee, speaker, exhibitor, or sponsor are not necessarily those of NZDEN. All Conference attendees, speakers, exhibitors, and sponsors are solely responsible for the content of any and all presentations, marketing collateral, advertising, and online web content.

Force Majeure

NZDEN shall not be held responsible for any delay or failure in performance of its obligations hereunder to the extent such delay or failure is caused by fire, flood, strike, civil, governmental, or military authority, acts of God, acts of terrorism, the availability of the Venue or other similar causes beyond its reasonable control and without the fault or negligence of NZDEN or its subcontractors. For one or more of such reasons, NZDEN may postpone, reschedule, move the event to be delivered online, or cancel the event without liability on the part of NZDEN. In the event the Conference cannot be held or is postponed pursuant to this section, NZDEN shall not be liable to attendees for any damages, costs, or losses incurred, such as transportation costs, accommodations costs, or financial losses. NZDEN will review refund and/or fee transfer requests, submitted in writing, for approval on a situational basis.

Liability Limitation and Indemnity

To the extent permitted by law, you attend and participate in the Conference at your own risk. NZDEN, its officers, employees, contractors, volunteers, venue partners, sponsors, exhibitors, and presenters (together, the "NZDEN Parties") will not be liable to you for any loss, damage, liability, cost, or expense (whether direct or indirect) arising out of or in connection with the Conference,

including (without limitation) any personal injury, illness, death, property loss or damage, theft, or any indirect or consequential loss.

Without limiting the above, to the extent permitted by law, the total aggregate liability of the NZDEN Parties to you (whether in contract, tort (including negligence), equity, statute or otherwise) is limited to the amount of the Conference registration fee actually paid by you for the Conference. Nothing in these Terms & Conditions is intended to exclude any rights or remedies that cannot be excluded under New Zealand law.

You agree to indemnify and hold harmless the NZDEN Parties from and against any claim, demand, action, loss, damage, liability, cost, or expense (including reasonable legal costs) arising out of or in connection with: (a) your breach of these Terms & Conditions; (b) your negligent, unlawful, or wilful acts or omissions at or in connection with the Conference; (c) your misuse of Conference content or materials; and/or (d) any allegation that content you create, provide, publish, or share in connection with the Conference infringes the rights (including intellectual property or privacy rights) of any person.

Health and Safety; Assumption of Risk

You must comply with all applicable health and safety requirements, laws, venue rules, and any reasonable directions given by NZDEN and/or the venue while attending or participating in the Conference (including any off-site or associated activities). You are responsible for your own personal property and must behave in a manner that does not endanger any person or interfere with the safe operation of the Conference.

You acknowledge that attending an in-person event may involve inherent risks (including exposure to illness, accidents, and other hazards). To the extent permitted by law, you assume all such risks. NZDEN reserves the right (in its sole discretion) to refuse entry to, or remove, any person whose presence or behaviour is reasonably considered unsafe, disruptive, or non-compliant with health and safety requirements, without refund.

Privacy and Data Handling

By registering for and participating in the Conference, you acknowledge and agree that NZDEN may collect, use, store, and process your personal information for the purposes of administering the event, communicating important updates, and fulfilling organisational obligations. NZDEN is committed to protecting your privacy and will handle your data in accordance with applicable privacy laws and its Privacy Policy.

Your information may be shared with third-party service providers, such as the event venue, registration platforms, or technology partners, only as necessary for the operation of the Conference. NZDEN will not sell or disclose your personal information to unrelated third parties without your consent, except as required by law. You may contact NZDEN to request access to or correction of your personal information, or for questions regarding how your data is managed.

Governing Law

These Terms & Conditions, and any dispute or claim arising out of or in connection with the Conference, shall be governed by and construed in accordance with the laws of New Zealand. By participating in the Conference, you submit to the exclusive jurisdiction of the courts of New Zealand for the resolution of any disputes relating to these Terms & Conditions or the Conference.

General

NZDEN reserves the right to change, amend, add, or remove any of the above Terms & Conditions at its sole discretion and without prior notice. If one or more of the conditions outlined in these Terms & Conditions should become invalid, the remaining conditions will continue to be valid and apply. These Terms & Conditions apply to all event participants (attendees, speakers, sponsors, exhibitors).