

# **TIA Membership at Large FAM Participation, Ethics, and Compliance Policy (2026)**

This document applies to all Members at Large of the Travel Industry Association of Florida, Inc. (TIA). It consolidates membership expectations, ethical standards, and all regulations governing participation in Familiarization Trips (FAMs), vendor-hosted educational inspections, and special invitation events.

This document is binding on all members as a condition of membership and participation in TIA-related activities.

## **1. Membership at Large – Role and Authority**

Members at Large are not governing authorities of the Association. Governance authority resides exclusively with the Executive Board of Directors and the Board Council. Members at Large may exercise only those rights expressly granted in the Bylaws, including participation in Association activities and voting in elections.

## **2. Membership Requirements and Good Standing**

Members must maintain valid industry credentials, submit all required applications and renewals, pay annual dues in full, and attend a minimum of five (5) Association meetings per calendar year. Failure to meet any requirement may result in loss of good standing.

## **3. Professional Conduct and Ethics**

All members must conduct themselves in a professional, ethical, and respectful manner. Members shall not make false, misleading, malicious, defamatory, or disparaging statements regarding TIA, its leadership, committees, partners, or programs. Concerns must be raised through proper internal channels.

## **4. Purpose of FAMs and Educational Inspections**

Familiarization Trips (FAMs), inspections, and educational events are strictly professional and educational in nature. They are not leisure travel, incentives, or gifts. Participation is intended to enhance professional knowledge and industry competency.

## **5. Vendor-Hosted FAMs and Special Invitations**

Vendor-hosted FAMs and special invitation events are controlled, approved, and hosted solely by the inviting vendor. TIA's role is administrative only. TIA does not collect payments, guarantee acceptance, or assume financial or operational responsibility.

## **6. Selection, Fairness, and Qualification**

TIA is committed to fairness and transparency. Selection may consider membership standing, credentials, professional role alignment, prior participation history, and vendor requirements. Final acceptance is at the sole discretion of the vendor.

## **7. Participant Responsibilities**

Participants must comply with vendor rules, applicable laws, and ethical standards. Members are expected to represent TIA and the travel industry professionally. Unprofessional conduct may result in disqualification from future opportunities or disciplinary action.

## **8. No-Show, Cancellation, and Vendor Notification Policy**

Members accepted to participate in a FAM, inspection, or vendor-hosted educational event are required to attend as confirmed. If a member is unable to attend, the member must notify both TIA and the hosting vendor no later than forty-eight (48) hours prior to the scheduled event.

Failure to provide timely notice shall be considered a "no-show." No-shows undermine vendor relationships and the integrity of TIA programs and may result in disciplinary action.

Any cancellation fees, penalties, charges, or partial refunds associated with a cancellation or no-show shall be determined solely by the vendor. TIA does not control, negotiate, or assume responsibility for vendor cancellation policies or financial determinations.

## **9. Vendor Communication and Non-Circumvention Policy**

All FAMs, inspections, and vendor-hosted educational opportunities facilitated by TIA must be coordinated exclusively through TIA. Vendors must work through TIA in order to qualify and participate in a TIA-affiliated FAM or educational program.

Members are strictly prohibited from contacting vendors directly regarding TIA-facilitated FAMs or inspections for the purpose of requesting participation, making changes, seeking special consideration, negotiating benefits, altering arrangements, or obtaining any advantage for which the member was not expressly invited through TIA.

Any attempt to bypass, circumvent, or undermine TIA by directly engaging vendors in relation to TIA-facilitated programs constitutes a violation of this policy.

## **10. Liability and Disclaimer**

Participation is voluntary and at the member's own risk. TIA assumes no liability for injuries, losses, cancellations, delays, vendor decisions, or financial obligations. All costs, disputes, and vendor-related matters are handled directly between the participant and the vendor.

## **11. Consequences for Non-Compliance**

Members who violate this policy, including no-show violations, failure to provide required notice, or unauthorized vendor contact, may be subject to disciplinary action. Such action may include loss of eligibility for future FAMs or inspections, suspension of privileges, formal reprimand, suspension of membership, or termination of membership without refund.

## **12. Final Authority and Acceptance**

TIA retains sole discretion over interpretation, enforcement, and participation approval. Participation in any FAM, inspection, or vendor-hosted event constitutes acceptance of this policy.