



## Programs Code of Conduct Policy

CAPCSD is committed to providing a safe, productive, and welcoming environment for all meeting, webinar, and conference participants. All participants, including, but not limited to, attendees, speakers, volunteers, exhibitors, guests, or staff, are expected to abide by this Programs Code of Conduct Policy.

CAPCSD has zero-tolerance for any form of discrimination or harassment, including, but not limited to, sexual harassment by participants or staff. If you experience harassment, or hear of an incident of unacceptable behavior, please contact Ned Campbell, Executive Director, [ned@capcsd.org](mailto:ned@capcsd.org), or Mandie McKenzie, Director of Professional Development, [mandie@capcsd.org](mailto:mandie@capcsd.org), so appropriate action can be taken.

- Unacceptable behavior includes: Harassment, intimidation, or discrimination in any form.
- Verbal abuse of any attendee, speaker, volunteer, exhibitor, guest, or staff.
  - Examples of verbal abuse include, but are not limited to, comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, or national origin; inappropriate use of nudity and/or sexual images in public spaces or presentations; threatening or stalking any attendee, speaker, volunteer, exhibitor, guest, or staff.
- Disruption of presentations during meetings, webinars, conference sessions, or in the exhibit hall. All participants must comply with the instructions of the moderator and CAPCSD staff.
- Presentations, postings, and messages should not contain promotional materials, special offers, job offers, product announcements, or solicitation for services without prior approval of CAPCSD. CAPCSD reserves the right to remove such messages and potentially ban sources of those solicitations.
- Participants should not copy or take screenshots of Q&A or any chat room activity that takes place in virtual space.

CAPCSD reserves the right to take any action deemed necessary and appropriate, including immediate removal from the virtual meeting or event without warning or refund, in response to any incident of unacceptable behavior, and CAPCSD reserves the right to prohibit attendance at any future meeting or event, virtually or in person.