



The California School Employees Association (CSEA) is committed to providing safe and welcoming environments for all who participate in its conferences and other events. CSEA prohibits and will not tolerate any form of harassment, bullying, or discrimination. Our goal is to host conferences and other events that are as inclusive as possible for our attendees, regardless of gender, sexual orientation/identity, race/ethnicity, religion, employment status, or status in the field. Accordingly, we believe that it is important for CSEA to support the free expression and exchange of ideas in environments that are positive and productive for all.

Purpose

CSEA has established this Conference Code of Conduct (the “Code”) to serve as a guideline for the professional conduct of anyone attending or participating in a CSEA sponsored conference or event and to inform attendees of the consequences for unacceptable behavior. This Conference Code of Conduct supplements and supports other policies of the CSEA, including the **Core Values**: Empowerment, Inclusivity, Respect, Transparency, and Innovation. The Core Values are the ideal to which we hold ourselves and are inherent to all that we do at CSEA. This Code is intended to supplement, but not replace, those policies that are applicable to all members. We expect all attendees at CSEA events to follow this Code so that all participants can enjoy the conference or event responsibly and with respect for the rights of others. Failure to abide by this Code is subject to corrective action and sanctions, including refused admission, ejection, banishment, and other penalties consistent with this Code.

Scope and Applicability

The Code applies to all attendees, media representatives, speakers, exhibitors, sponsors, staff, contractors, volunteers, organizers, and other guests (collectively referred to as “Participants”) at CSEA programs, conferences, events, meetings, social gatherings, and other activities held, sponsored, or affiliated with CSEA. Your attendance at any of these events will be deemed to be your agreement to abide by this Conference Code of Conduct.

Expected Behavior

The following behaviors are expected and requested of all CSEA conference or event Participants:

- Behaving in a courteous and professional manner
- Treating all participants with respect, dignity, and consideration, in the spirit of valuing a diversity of views and opinions
- Being considerate, respectful, and collaborative in your communication and actions
- Discussing differences and critiquing ideas in a non-confrontational manner with due regard for the viewpoints of others
- Refraining from demeaning, discriminatory, or harassing behavior and speech
- Reporting suspected inappropriate behaviors directed at yourself or others
- Respecting the rules, policies, and property of CSEA and its facilities and vendors
- Complying with all applicable laws and regulations

Prohibited Behavior

Violations of this Code include but are not limited to the following:

- Harassment - defined for purposes of this Code to include unwelcome or offensive verbal, visual, or physical contact directed at any Participant, including conduct, comments, or images that a person would reasonably find offensive, demeaning, or hostile
- Sexual harassment - defined for purposes of this Code to include unwelcome, unsolicited, and unreciprocated sexual advances, requests for sexual favors, and other verbal or physical conduct or gesture of a sexual nature that has or that might reasonably be expected or be perceived to offend, humiliate, or intimidate another person
- Exhibiting behavior that is unruly or disruptive, or that endangers the health or safety of yourself or others
- Discriminatory conduct based on race, sex, sexual orientation, gender expression or identity, transgender status, age, national origin, disability, religion, marital status, veteran status, political affinity, or any other characteristic protected by law
- Deliberate intimidation, threatening, stalking, or following
- Sustained disruption of portions of the conference or event
- Invasion of privacy
- Actual or threatened pushing, shoving, or use of any physical force whatsoever against any person
- Possession or use of a weapon or any other item in a way that may cause danger to others
- Destruction, theft, dismantlement, defacement, abuse, or intentional misuse of any CSEA or-contracted venues, property, equipment, signage, or supplies
- Failure to comply with directions of CSEA staff or venue personnel regarding operations or emergency response procedures
- Retaliation against participants for reporting activity that he or she reasonably believed to be in violation of this Code
- Knowingly and falsely reporting violations of this Code in bad faith
- Accessing restricted or ticketed areas without a proper ticket, pass and/or credential; misusing tickets, passes and/or credentials; presenting a false identification; or permitting another person to falsely present the Participant's identification as his or her own.

This Code is not intended to be all inclusive, and it is likely there will be conduct and/or issues that it does not specifically address. In that event, as in all others, Participants are expected to follow the direction of CSEA staff who will take appropriate action to ensure the safety, security and well-being of Participants.

Guidance about Conference Conduct

If you believe you are being subjected to inappropriate conduct, believe someone else is being subjected to inappropriate conduct, or have any other concerns, and would like to have a confidential discussion with a knowledgeable person, you may contact the CSEA Event Committee Chairperson. The Event Committee Chairperson can offer direction to those who seek information, guidance or a safe place to discuss their concerns about conduct at a conference hosted by CSEA. For further information about this informal, impartial, off-the-record, and confidential resource, see CSEA policy 613.

Reporting Unacceptable Behavior

To report a violation of this Code, please contact your Regional Representative, the Sargeant at Arms or the Event Committee Coordinator. If you or someone else is in immediate danger, or if you see something suspicious or would like to report a security issue or emergency, please contact venue security or local law enforcement.

Reported violations of this Code are taken seriously and will be thoroughly investigated by CSEA with discretion. Participants are required to maintain the confidentiality of materials submitted to or received by you in connection with any reported violation. Although CSEA will make reasonable efforts to maintain the confidentiality of its investigation and any relevant materials, it cannot assure confidentiality as it may disclose case-related materials or information in response to legal process, when already publicly known, or when leadership otherwise determines disclosure is in the best interests of if you believe you are being subjected to inappropriate conduct, believe someone else is being subjected to inappropriate conduct, or have any other concerns, please do not hesitate to contact CSEA.