

POLICIES AND PROCEDURES

POLICY NUMBER: 24-03
SUBJECT: CWEA EVENTS - Code of Conduct
EFFECTIVE DATE: April 8, 2024
REVISION DATE:
SUPERSEDES:
APPROVED BY: Board of Directors 4/08/24

As an attendee at a CWEA events, you agree to treat all other individuals (whether they are affiliated with CWEA or not) with respect and create a collegial, inclusive, and professional environment. You will be respectful in all communications with others. You will not verbally abuse any individual. You will not discriminate, harass, or intimidate on the basis of gender, race, gender identity and expression, sexual orientation, physical or mental disability, physical appearance, age, religion, national origin, veteran status, citizenship, or professional rank.

CWEA staff and/or volunteer leaders may take any action deemed necessary and appropriate, including removal from the event (and any remaining portions thereof) without warning and without refund of registration fee. You will immediately stop unacceptable behavior as requested by CWEA staff, volunteer leaders, and/or event staff.

Required behavior:

- Exercise consideration and respect in your speech and actions.
- Attempt collaboration before conflict.
- Refrain from physical or verbal intimidation.
- Refrain from any demeaning, discriminatory, harassing, boisterous, lewd or offensive behavior, language, and/or conduct including but not limited to racial, religious, sexual orientation/gender/identity, or ethnic slurs.
- Be mindful of your surroundings and of your fellow participants. Alert CWEA staff and/or volunteer leaders if you notice a dangerous situation, someone in distress, or violations of this Code of Conduct, even if they seem inconsequential.

This Event Code of Conduct provides general guidelines and cannot cover every possible type of unacceptable behavior.

In the event a matter must be addressed immediately, you may contact either the CWEA staff and/or volunteer leaders of the event or email the CWEA Executive Director/CEO at jjones@cwea.org.