

CSHP Event Code of Conduct

Purpose

CSHP aims to be inclusive to the largest number of contributors having the most varied and diverse backgrounds as possible. As such, CSHP is committed to providing a collegial, safe and welcoming environment in which all individuals are treated with respect and dignity.

This Event Code of Conduct (the “Code of Conduct”) outlines CSHP’s expectations for all who participate in CSHP meetings and events, as well as the potential consequences for behavior which violates this Code of Conduct. CSHP expects that all participants in CSHP events act to ensure safe and positive experiences for all event participants.

This Code of Conduct defines “Participant” as anyone connected in any manner with a CSHP event, including those not physically present at an event, as well as those individuals who are present at CSHP events, including, but not limited to, CSHP staff, CSHP Board members, CSHP members, contractors, vendors, exhibitors, venue staff and all attendees.

THIS EVENT CODE OF CONDUCT IS NOT INTENDED TO AND SHOULD NOT PREVENT OR SUPERSEDE THE CONTACTING OF SECURITY OR LAW ENFORCEMENT PERSONNEL IN CIRCUMSTANCES WHICH WOULD WARRANT SUCH ACTIONS.

Expected Behavior

CSHP expects all Participants to abide by this Code of Conduct in all venues associated with its events, including at ancillary events as well as at official and unofficial social gatherings. As such, it is expected that Participants will:

- Exercise consideration and respect in their actions and speech
- Refrain from discriminatory, harassing and demeaning behavior and speech
- Alert CSHP staff to violations of this Code of Conduct

Unacceptable Behavior

Unacceptable behaviors include face-to-face conduct or social media/electronic postings which include or are characterized by:

- Intimidating, harassing, abusive, or discriminatory actions or speech
- Derogatory verbal or written comments or images related to gender, sexual orientation, sexual preference, gender identity, race, ancestry, religion, national origin, disability or age
- Inappropriate use of nudity and/or sexual images in public spaces, including, but not limited to, exhibit halls

- Deliberate intimidation or stalking
- Harassing photography, recording or electronic communications
- Unwelcome and uninvited attention or physical contact
- Real or implied threat of physical harm
- Real or implied threat of professional or financial harm

Consequences of Unacceptable Behavior

Unacceptable behavior by any Participant will not be tolerated. Any individual who is asked to stop such unacceptable behavior will be expected to comply immediately. If a Participant continues to engage in unacceptable behavior, CSHP may take any lawful action it deems appropriate, including, but not limited to, the removal of such individual from the event venue as well as the imposition of a permanent ban on such individual from participation in any future CSHP events.

If You Are the Target of Unacceptable Behavior

If you are the target of unacceptable behavior or have any other concerns related to witnessing unacceptable behavior, please contact a member of the CSHP staff immediately. Staff may be identified by their CSHP logo wear and name badges. In addition, and if possible, CSHP requests to be provided with the following information in writing:

- Identifying information of the individual engaging in the unacceptable behavior
- A description of the unacceptable behavior
- The approximate time and place of the behavior
- Identification of any other persons involved in or witnessing the behavior

If necessary or if requested, CSHP staff will contact venue security and local law enforcement, provide escorts, and will otherwise take all steps reasonably necessary to ensure that any affected individual feels safe for the duration of the event.

Grievances

Anyone who believes that he or she has been falsely or unfairly accused of violating this Code of Conduct should notify CSHP and provide a concise statement of grievance. All grievances will be fully investigated.