Cal-IPC Symposium and Events Code of Conduct

The California Invasive Plant Council (Cal-IPC) is committed to providing an environment that is welcoming, collaborative, and productive for all attendees. Cal-IPC prohibits and will not tolerate any form of harassment, bullying, or discrimination at our events, including the annual Symposium and all associated training sessions, workshops, field trips, or social events. Our goal is to host gatherings 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 Cal-IPC to support the free expression and exchange of ideas in environments that are positive and productive for all.

Purpose

Cal-IPC has established this Code of Conduct (the "Code") to serve as a guideline for the professional conduct of anyone attending or participating in a Cal-IPC Symposium, training, workshop, or other event and to inform attendees of the consequences for unacceptable behavior. This Code supplements and supports other policies of Cal-IPC that are applicable to all staff, members, and program attendees, including our Values Statement, and our Employee Handbook. We expect all attendees at Cal-IPC events to follow this Code so that all participants can enjoy the Symposium or any event responsibly and with respect for the rights and dignity 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 Cal-IPC Symposia, programs, trainings, workshops, field trips, events, meetings, social gatherings, and other activities held, sponsored, or affiliated with Cal-IPC. Your attendance at any of these events will be deemed to be your agreement to abide by this Code of Conduct.

Expected Behavior

All Cal-IPC Symposium or event Participants are expected to abide by the following expectations:

- Behave in a courteous and professional manner.
- Treat all participants with respect, dignity, and consideration, in the spirit of valuing a diversity of views and opinions.
- Be considerate, respectful, and collaborative in your communication and actions.
- Discuss differences and critique ideas in a non-confrontational manner with due regard for the viewpoints of others.
- Refrain from demeaning, discriminatory, or harassing behavior and speech — including but not limited to insults, slurs, or threats, which also entails comments made as "jokes".
- Report inappropriate behaviors, whether directed at yourself or others, to Cal-IPC staff.
- Respect the rules, policies, and property of Cal-IPC and the event facilities and vendors.
- Comply 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, disruptive, or 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 Symposium 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 Cal-IPC or our contracted venues, property, equipment, signage, or supplies.
- Failure to comply with directions of Cal-IPC staff or venue personnel regarding operations or emergency response procedures.
- Retaliation against participants for reporting activity that someone reasonably believed to be in violation of this Code.
- Knowingly and falsely reporting violations of this Code in bad faith.
- Accessing restricted 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 their 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, Participants are expected to follow the direction of Cal-IPC staff who will take appropriate action to ensure the safety, security, and well-being of Participants.

Reporting Unacceptable Behavior

To report a violation of this Code, please contact any member of Cal-IPC staff or Board, or email symposium@cal-ipc.org. 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. Cal-IPC staff will be happy to help participants contact venue security, local law enforcement, or otherwise assist those experiencing harassment to feel safe for the duration of the conference. We value your attendance.

Consequences

If a Participant engages in harassing behavior, Cal-IPC may take any action we deem appropriate, including expulsion from the Symposium or event with no refund of registration or other applicable fees. Offending Participants may also be barred from future Symposia, workshops, events, or Cal-IPC membership.

Thank you for supporting Cal-IPC and for following our Code of Conduct. We look forward to providing a welcoming, productive, and professional space for all!