

CECAM Code of Conduct

1. Purpose & scope

CECAM is committed to an inclusive, welcoming, and respectful environment, regardless of gender, sexual orientation, ability, ethnicity, socioeconomic status, and religion (or lack thereof).

This code of conduct outlines our expectations for all those who participate in our activities and aims to create safe and positive experiences for everyone involved.

We expect our entire community (organizers, contributors, participants, sponsors and other guests) to abide by this Code of Conduct, online and in-person, as well as in all communications.

The definitions provided below indicate a common baseline, but they do not exclude examination of behavior perceived as disrespectful if reported.

2. Expected Behavior

The following behaviors are expected and requested of all community members:

- Refrain from demeaning, discriminatory, or harassing behavior and speech.
- Exercise kindness and respect in your speech and actions.
- Be attentive to your fellow participants: alert community leaders if you notice an uneasy situation or violations of this Code of Conduct, even if they seem minor.
- Participate authentically and actively.

3. Unacceptable Behavior

The following behaviors are considered harassment and are unacceptable within our community:

- Violence, threats of violence or violent language directed against another person.
- Sexist, racist, homophobic, transphobic, ableist, or otherwise discriminatory jokes and language.
- Personal insults, particularly those related to gender, sexual orientation, race, religion, or disability.
- Inappropriate physical contact and unwelcome sexual attention. This includes sexualized comments and texts, inappropriate touching, and unwelcome sexual advances.
- Deliberate intimidation, stalking, or following (online or in person).
- Advocating for or encouraging any of the above behavior.

Unacceptable behavior from any community member will not be tolerated. Anyone asked to stop inappropriate behavior is expected to comply immediately.

4. Reporting

If you are subject to or witness unacceptable behavior or have any other concerns, please email us at director@cecam.org.

Additionally, local organizers should be informed and act to help those experiencing unacceptable behavior feel safe.

