

Statement of Appropriate Conduct at CALACT Events

The California Association for Coordinated Transportation (CALACT) holds professional conferences and meetings to enable its members to receive continuing education, build professional networks, and discover new products and services for professional use. To provide all participants – members and other attendees, speakers, exhibitors, staff and volunteers – the opportunity to benefit from the event, the California Association for Coordinated Transportation is committed to providing a welcoming and harassment-free environment for everyone, regardless of race, national origin, color, religion, sex including sexual orientation, gender identity, gender expression, disability, physical appearance, ethnicity, religion, age or other protected category.

CALACT seeks to provide a conference environment in which diverse participants may learn, network and enjoy the company of colleagues in an environment of civility, mutual human respect, and ethical conduct. We recognize a shared responsibility to create and hold that environment for the benefit of all. Some behaviors are, therefore, specifically prohibited:

- Harassment or intimidation based on race, color, religion, [national origin includes discrimination based on ethnicity or accent], sex (including sexual orientation, gender identity, and gender expression), national origin, disability, age or other protected status.
- Sexual harassment or intimidation, including inappropriate or unwelcome verbal or written comments of a sexual nature, unwelcome sexual attention, stalking (physical or virtual), or inappropriate or unwelcome physical contact.
- Yelling at or threatening speakers or attendees (verbally or physically). Speakers and sponsors are asked to frame discussions as openly and inclusively as possible and to be aware of how language or images may be perceived by others. Participants may – and do – exercise their option to leave a session or a conversation.

All participants are expected to observe these rules and avoid all prohibited behaviors in all conference venues, including online venues, and conference social events. Participants asked to stop a hostile or harassing behavior are expected to comply immediately and may be expelled from the conference and banned from future conferences. Conference participants seek to learn, network and have fun. Please do so responsibly and with respect for the right of others to do likewise.

Please contact CALACT staff at the conference registration site if you believe you have been harassed or that a harassment problem exists. All such reports will be directed immediately to the CALACT Executive Director or CALACT Officer, who will determine and carry out the appropriate course of action, and who may consult with and engage other CALACT staff, leaders and legal counsel as appropriate to properly review and investigate the report. You may be asked to submit a written report, which you can do anonymously. As part of the reporting process, your identity will be kept confidential unless you authorize its disclosure. Event security and/or local law enforcement may be involved, as appropriate based on the specific circumstances. The CALACT Executive Committee will investigate the accusation, which will include a statement from the accused and any witness statements. The committee will review all the evidence and make final recommendations that may include expulsion from some or all

CALACT events. A follow-up report will be made to individuals who report being harassed or are accused of harassment.

I have read and agree to the above Statement of Appropriate Conduct.

Signature _____ Date _____