



CALIFORNIA
CHARTER SCHOOLS
CONFERENCE

26TH ANNUAL
MARCH 11-14, 2019
SACRAMENTO, CA

Policies and Code of Conduct

Purpose

The California Charter Schools Association (CCSA) is committed to providing a friendly, safe, supportive and harassment-free environment for all attendees and participants of the California Charter Schools Conference ("Conference"), regardless of gender, age, sexual orientation, gender identity, gender expression, disability, physical appearance, body size, race, ethnicity, religion or other group identity.

This Code of Conduct outlines CCSA's expectations for all Conference attendees and participants, including all members, speakers, vendors, media representatives, commentators, exhibitors, sponsors and volunteers. Cooperation is expected from everyone and organizers will actively enforce this Code of Conduct throughout the event. By attending or participating in the Conference, you agree to abide by this Code of Conduct for the duration of the Conference. Violations will be taken seriously.

Expected Behavior

CCSA seeks to provide a Conference setting in which diverse participants may learn, network and enjoy the company of colleagues in a respectful environment. Whether communicating in person or virtually, CCSA expects Conference participants to communicate professionally and respectfully and to handle dissent or disagreement with courtesy. When sharing information about any organizations, attendees or participants via public communication channels, CCSA expects participants to act responsibly and clearly distinguish individual opinion from fact. Speakers 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 exercise their option to leave a session or a conversation.

Unacceptable Behavior

CCSA does not tolerate harassment or intimidation of Conference attendees or participants in any form. Harassment includes offensive verbal or written comments or behavior, either in real or virtual space, including those which are related to or are based upon gender, age, sexual orientation, gender identity, gender expression, disability, physical appearance, body size, race, ethnicity, religion or other group identity. Harassment also includes display of sexual images in public spaces, deliberate intimidation, physical or virtual stalking, following, harassing photography or recording, sustained disruption of talks or other events and unsolicited physical contact or sexual attention.

Sexual language and imagery are not appropriate for any Conference venue, including sessions, workshops, social events and social media. Sponsors, exhibitors, speakers, media representatives, commentators and activity organizers may not use sexualized language, images, activities or other material, or otherwise create a sexualized environment.

Consequences of Unacceptable Behavior

All participants are expected to observe these rules and behaviors in all Conference venues, including online venues and social events. Unacceptable behavior will not be tolerated whether by other attendees, media, speakers, volunteers, organizers, venue staff, sponsors or exhibitors. Anyone asked to stop unacceptable behavior is expected to comply immediately. If a participant engages in unacceptable behavior, the organizers may take any action they deem appropriate, up to and including expulsion from the Conference and/or future CCSA events without warning or refund.

What to do if you Witness or Are Subject to Unacceptable Behavior

If you witness or are subject to unacceptable behavior or have concerns about an individual's conduct, please follow the incident reporting procedures below. Event security and/or local law enforcement may be involved as appropriate based on the specific circumstances.

To report an incident or problem during the Conference, please proceed to the Registration and Information Booth.

To report an incident after the event, please send an email to registration@ccsa.org.