



Educate, Connect, Inspire
Massachusetts Computer Using Educators

Members and Events Code of Conduct Policy

Adapted from the ISTE Code of Conduct
Approved June 6, 2018

This professional code of conduct outlines MASSCUE's expectations for all MASSCUE members and participants at MASSCUE events as adopted by the MASSCUE Board of Directors.

Event Code of Conduct

To provide all participants with the opportunity to benefit from MassCUE events and activities, MassCUE is committed to providing a friendly, safe, supportive and harassment-free environment for all conference attendees and participants 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 the MassCUE 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 throughout this event. Violations are taken seriously.

Expected Behavior

MASSCUE expects its members and event participants to communicate professionally and constructively, whether in person or virtually, handling dissent or disagreement with courtesy, dignity and an open mind, being respectful when providing feedback, and being open to alternate points of view.

- When sharing information about the organization or via public communication channels, MASSCUE expects its members and event participants to share responsibly and clearly distinguish individual opinion from fact.

- MASSCUE members and event participants are committed to providing a friendly, safe, supportive and harassment-free environment for all MASSCUE members, regardless of gender, age, sexual orientation, gender identity, gender expression, disability, physical appearance, body size, race, ethnicity, religion or other group identity.

Unacceptable Behavior

MASSCUE does not tolerate harassment of MASSCUE members, MASSCUE staff, or other persons involved in MASSCUE events and activities.

Harassment includes offensive verbal or written comments and negative behavior, either in real or virtual space, including those that are related to or are based upon gender, age, sexual orientation, gender identity, gender expression, disability, physical appearance, body size, race, ethnicity, relation or other group identity. Harassment also includes display of sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, and unwelcome physical contact or sexual attention.

Sexual language and imagery are not appropriate for any member venue, including events, talks, workshops, social events and social media.

Consequences of Unacceptable Behavior

If a MASSCUE member or participant at a MASSCUE event, in either real or virtual space, engages in inappropriate, harassing, abusive or destructive behavior or language, the MASSCUE Board of Directors will determine and carry out the appropriate course of action, including warning the offender, suspension or expulsion from membership in accordance with MASSCUE's Policies with no membership refund, and/or banning the offender from future MASSCUE membership, events and activities.

All MASSCUE members are expected to observe these rules and behaviors in all MASSCUE membership venues, including online venues and conference social events where MASSCUE members seek to learn, network, and enjoy themselves, free from any type of harassment. Please participate as an MASSCUE member responsibly and with respect for the rights of others.

What to Do

If you are being harassed, notice that someone else is being harassed, or have any other concerns about an individual's conduct, please follow the incident reporting procedures below.

To report an incident or problem, please file a written complaint to the MASSCUE Board of Directors at MassCUEboard@MassCUE.org. The board will evaluate the concern and may do one or more of the following depending on the findings:

- Contact the complainant and/or the offending member directly for further explanation.
- Convene the MASSCUE Board of Directors for handling according to the MASSCUE Member Code of Conduct incident procedures.
- Revoke the offending member's membership with no refund.

This Code of Conduct is regularly reviewed and revised by the MASSCUE Board of Directors.