CSTA

Conference Code of Conduct

The Computer Science Teachers Association (CSTA) is committed to providing a friendly, safe and welcoming conference environment for all participants free, from discrimination for any reason including on the basis of gender, sexual orientation, disability, race, ethnicity, age, and religion.

This Code of Conduct outlines our expectations for participant behavior as well as the consequences for unacceptable behavior.

We invite all sponsors, volunteers, speakers, attendees, media, exhibitors and other participants to help us realize a safe and positive conference experience for everyone. 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 – and do – exercise their option to leave a session or a conversation. Exhibitors must follow all CSTA Exhibits rules and regulations and CSTA policies.

Expected Behavior

- Be considerate, respectful, and collaborative.
- Refrain from demeaning, discriminatory or harassing behavior and speech.
- Be mindful of your surroundings and of your fellow participants. Your fellow participants may have a different level of comfort with respect to language and personal space (distance at which one person feels comfortable talking to another).
- Alert conference staff if you notice a dangerous situation or someone in distress.

Unacceptable Behavior

Unacceptable behaviors may include but are not limited to: intimidating, harassing, abusive, discriminatory, derogatory or demeaning conduct by any attendees of CSTA and related events. Some CSTA venues are shared with members of the public; please be respectful to all patrons of these locations.

Harassment may include but is not limited to: offensive verbal comments including as related to gender, sexual orientation, race, ethnicity, religion, age, or disability; inappropriate use of nudity and/or sexual images in public spaces (including
presentation slides); deliberate intimidation, stalking or following; harassing photography or recording; sustained disruption of talks or other events; inappropriate physical contact, and unwelcome sexual attention.

**Consequences of Unacceptable Behavior**

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 continues to engage in unacceptable behavior, the conference staff may take any action they deem appropriate, at their sole discretion, up to and including expulsion from the conference without warning or refund.

**What to Do If You Witness or Are Subject to Unacceptable Behavior**

If you are subject to unacceptable behavior, notice that someone else is being subject to unacceptable behavior, or have any other concerns, please notify a conference staff person as soon as possible. All reports will remain completely confidential.

The CSTA team will be available to help participants contact venue security or local law enforcement, to provide escorts, or to otherwise assist those experiencing unacceptable behavior to feel safe for the duration of the conference.

**Scope**

We expect all conference participants (sponsors, volunteers, speakers, attendees, and other guests) to abide by this Code of Conduct at all conference venues and conference-related social events. Participants asked to stop a hostile or harassing behavior are expected to comply immediately. 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 conference staff if you believe you have been harassed or that a harassment problem exists. CSTA staff will determine and carry out the appropriate course of action, and may consult with and engage other CSTA staff, leaders, and legal counsel, as appropriate. Event security and/or local law enforcement may be involved, as appropriate, based on the specific circumstances. As requested, a follow-up report will be made to individuals who report being harassed.
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