



CMAA Northern California Misconduct Policy

CMAA NorCal wishes to create a welcoming environment for events and conferences, including those that are solely online/virtual. Attendees are expected to conduct themselves professionally. Prohibited conduct includes, but is not limited to, the following: 1) harassment based on race, gender, sexual orientation, disability or any other protected status, as provided by local, state or federal law; 2) sexual harassment, including unwelcome attention, stalking and physical contact; 3) abusive conduct that has the purpose or effect of unreasonably interfering with another person's ability to enjoy or participate in the event, and 4) undue interruption of any event, speaker or session.

Any person who has been subjected to prohibited conduct or who has witnessed such conduct is encouraged to notify a CMAA NorCal board member. CMAA NorCal reserves the right to take any action it deems appropriate in response to such conduct by any person, including removal of that person from the event, prohibiting attendance at future events, and suspension of membership.