I understand that by participating in any CSG virtual event, I am agreeing to the following code of conduct:

**EXPECTED BEHAVIOR**

- Because CSG values a diversity of views and opinions, all participants, attendees, CSG staff, volunteers and vendors will be treated with respect.
- Be considerate, respectful and collaborative with fellow participants.
- Respect the rules of all conference venues – including virtual ones. All participants are also subject to the laws applicable in the United States and the state/territory in which the event/program is held.

**UNACCEPTABLE BEHAVIOR**

- Harassment, intimidation, stalking or discrimination in any form is considered unacceptable behavior and is prohibited. Examples of unacceptable behavior include:
  - Comments related to gender, gender identity or expression, age, sexual orientation, disability, physical appearance, body size, race, religion, national origin, political affiliation;
  - Inappropriate use of nudity and/or sexual images in presentations.

> *Sexual harassment is a specific type of prohibited conduct. Sexual harassment is any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation. Sexual harassment may involve any conduct of a verbal, nonverbal or physical nature, including written and electronic communications, and may occur between persons of the same or different genders.*

- Physical, verbal or non-verbal abuse or threat of violence toward of any attendee, speaker, volunteer, exhibitor, CSG staff member, service provider, or any other meeting guest/participant is prohibited.
- Disruption of presentations or events at any CSG hosted online session is prohibited.

**REPORTING UNACCEPTABLE BEHAVIOR**

If you or anyone else is in immediate danger at any time, please contact local law enforcement (by calling 911). All other reports should be made to a member of the senior management team.

**CONSEQUENCES**

If CSG determines that a person has violated any part of this code of conduct, CSG in its sole discretion may take any of the following actions:

- Verbal or written warning;
- Expulsion from the CSG virtual event (with no refund if applicable);
- Suspension of attendance at CSG events – both virtual and in-person;
- Prohibited attendance at any future CSG event – both virtual and in-person;
- Prohibited participation with CSG in the future;
- Reporting conduct to sponsoring state entity/organization;
- Reporting conduct to local law enforcement.