



1. Purpose

The Michigan Community Development Association (MCDA) is committed to providing a friendly, safe, and inclusive environment for all, regardless of gender, gender identity, sexual orientation, ability, age, race, color, ethnicity, socioeconomic status, familial status, national origin, or religion.

This Code of Conduct outlines expectations for those who participate in any capacity at MCDA events, as well as the consequences for unacceptable behavior.

MCDA expects all Participants in MCDA events to create safe and positive experiences for everyone. "Participant" refers to anyone present at MCDA meetings and events.

2. Expected Behavior

Participants at MCDA events, in all venues both in person and on-line, are expected to abide by this Code of Conduct. Participants shall:

- Exercise consideration and respect in their speech and actions.
- Refrain from demeaning, discriminatory, or harassing behavior and speech.
- Be mindful of their surroundings and respectful of fellow participants and other patrons of the venue.
- Alert a MCDA Board Member or MCDA staff if a dangerous situation, someone in distress, or a violation of the Code of Conduct is observed, even if it seems inconsequential.

3. Unacceptable Behavior

Unacceptable behaviors include, but are not limited to:

- Intimidating, harassing, abusive, discriminatory, derogatory, or demeaning speech or actions by any Participant.
- Bullying, badgering, or aggressive behavior toward a presenter before, during, or after a presentation in the form of abrasive or overly assertive comments or questions;
- Derogatory, harmful, or prejudicial verbal or written comments or visual images related to gender, gender identity, sexual orientation, ability, age, race, color, ethnicity, socioeconomic status, familial status, national origin, religion, appearance, or other personal characteristics;
- 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;
- Unwelcome and uninvited attention or contact;
- Physical assault (including unwelcome touching or groping);
- Real or implied threat of physical harm;
- Real or implied threat of professional or financial damage or harm.

All exhibitors, sponsors, vendors, or similar activity participants are also subject to this Code of Conduct. In particular, exhibitors should not use sexualized images, activities, sexualized clothing, uniforms, costumes, or otherwise create a sexualized environment.

4. Consequences of Unacceptable Behavior

Unacceptable behavior by any Participant at MCDA events and meetings will not be tolerated.

If any Participant engages in unacceptable behavior, the individual(s) may be:

- A. Asked to leave the MCDA event (without refund),
- B. Barred from participating at future MCDA events; and/or
- C. Depending on the nature of the behavior, it may be appropriate to inform the participant's employer/sponsor (if applicable) of their behavior.
- D. Reported to the local authorities if the behavior is threatening to the health, safety, and/or wellbeing of participants.