

CSI Raleigh-Durham Events Code of Conduct

CSI Raleigh-Durham (CSIRDU) is committed to providing a safe, productive, and welcoming environment for all meeting participants and CSI volunteers. All meeting attendees, speakers, volunteers, product representatives, service providers and others (collectively “Attendees”) are expected to abide by this CSIRDU Events Code of Conduct (“Code”). This Code applies to Attendees at all CSI meeting-related events, both in-person or virtual, including those sponsored by organizations other than CSI but held in conjunction with CSI events, on public or private platforms.

CSI has zero-tolerance for any form of discrimination or harassment, including but not limited to sexual harassment by Attendees at our meetings. If you experience harassment or hear of any incidents of unacceptable behavior, please inform a CSIRDU Board member. If you experience or witness behavior at a CSIRDU event that is an immediate or serious threat to the safety of those present or to the public, please locate a house phone and ask for security, or to otherwise contact the authorities for protection.

Unacceptable Behavior includes but is not limited to:

- Harassing, intimidating, or discriminating in any form;
- Verbally abusing an Attendee, including comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin;
- Threatening or stalking an Attendee;
- Disrupting presentations or events;
- Disregarding or failing to comply with the instructions of any CSIRDU Board members or a moderator;
- Including in presentations, postings, and messages promotional materials, special offers, job offers, product announcements, or solicitations for services;
- Copying or taking screen shots of Q&A or any chat room activity that takes place in the virtual space;
- Inappropriately using nudity or sexual images in public spaces or in presentations;
- Threatening or taking violent actions; or
- Retaliating against someone reporting unacceptable behavior.

Investigation:

CSIRDU will promptly and impartially investigate the facts and circumstances of any claim of inappropriate conduct or harassment under this Code. CSIRDU will make every effort to keep the reporting individual’s concerns confidential and will not deliberately share personal information, other than as necessary to carry out an investigation. While complete confidentiality cannot be guaranteed, CSIRDU will keep the investigation and its findings as confidential as possible under the circumstances.

During an investigation, CSIRDU, or a designated independent consultant subject to obligations of confidentiality, may:

- Document the nature of the complaint;
- Interview the complainant;
- Conduct witness or alleged offender interviews as necessary;
- Document CSIRDU’s findings regarding the complaint;

- Document recommended follow-up actions and remedies, if warranted;
- Inform the complainant of the basic nature of CSIRDU's findings; and
- Take appropriate corrective measures against the alleged offender as detailed below.

Disciplinary Action:

CSIRDU may take action against the alleged offender that CSIRDU deems necessary and appropriate, including:

- Privately reprimanding the person;
- Removing the person from the meeting without warning or refund;
- Prohibiting or imposing conditions on the person regarding future CSIRDU meetings;
- Reporting the person to CSI National for reprimanding or expelling the person from CSI membership or affiliation; or
- Reporting the person to law enforcement.

If you experience conduct prohibited by this Code, you may report that conduct to law enforcement.