



Code of Conduct

CSHEMA Annual Conference Attendee Conduct Policy

It is the policy of the Campus Safety, Health, and Environmental Management Association (CSHEMA) that all individuals are entitled to respectful and professional treatment. CSHEMA is committed to fostering an inclusive and collegial environment that supports the exchange of knowledge and advancement of environmental health and safety (EHS) practices in higher education.

Failure to uphold this commitment can negatively impact our profession, our credibility, the well-being of individuals, and the broader communities we serve. To promote a positive and productive environment, the CSHEMA Board of Directors has established this Conduct Policy.

Scope of Policy

This policy applies to all participants in CSHEMA activities, including attendees, speakers, students, volunteers, exhibitors, staff, contractors, and guests participating in conference sessions, meetings, tours, and social events.

By registering for or participating in CSHEMA events, all individuals agree to abide by this policy and to maintain respectful and ethical conduct.

Expected Behavior at CSHEMA Meetings and Events

All participants are expected to:

- Treat all individuals with respect, professionalism, and consideration
 - Value diverse perspectives and foster an inclusive environment
 - Communicate thoughtfully and constructively, focusing on ideas rather than individuals
 - Engage collaboratively and courteously with fellow attendees, speakers, staff, and vendors
 - Be mindful of surroundings and report any unsafe situations or individuals in distress to CSHEMA staff
 - Comply with all applicable venue, hotel, and conference policies
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Unacceptable Behavior at CSHEMA Meetings and Events

CSHEMA does not tolerate unacceptable behavior in any form, including but not limited to:

- Harassment, including sexual harassment, discrimination, or bullying
 - Intimidation, stalking, or following
 - Disruptive behavior during sessions or events
 - Inappropriate physical contact or unwelcome sexual attention
 - Harassing photography or recording
 - Verbal or physical abuse toward any participant, including attendees, speakers, volunteers, exhibitors, staff, or service providers
 - Offensive or discriminatory comments related to gender, sexual orientation, disability, physical appearance, race, religion, national origin, or socioeconomic status
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Enforcement

Participants asked to stop any inappropriate behavior are expected to comply immediately.

CSHEMA reserves the right to take appropriate action in response to violations of this policy, including removal from the conference without refund and prohibition from future CSHEMA events.

While CSHEMA is not an adjudicating body, all reported concerns will be taken seriously and addressed in a manner consistent with this policy.