

CODE OF CONDUCT FOR MEETINGS & EVENTS

The Iowa Credit Union League (ICUL) holds live and virtual meetings and conferences to enable its members to receive continuing education, build professional networks, and discover new practices and services for professional use. ICUL is committed to providing a welcoming, safe, and positive environment for all of its members, staff, and attendees at all ICUL-sponsored events. All participants, including but not limited to ICUL members and staff, as well as attendees, guests, speakers, volunteers, exhibitors, sponsors vendors and others involved in the event are expected to abide by this Code of Conduct, whether in public or private facilities. ICUL strictly prohibits all forms of discrimination or harassment on the basis of a protected class, including but not limited to race, color, religion, sex/gender, gender identity, sexual orientation, national origin, disability, pregnancy, marital status, familial status, military status, or age.

Expected Behavior. ICUL expects participants to:

- Be considerate and respectful of fellow attendees, presenters, sponsors, exhibitors, and staff (including ICUL and the event venue staff).
- Refrain from offensive, harassing, or illegal behavior, materials and speech.
- At events where alcohol is served or consumed, participants are expected to moderate their alcohol intake to ensure they only consume a safe and appropriate amount.
- Speak up if they observe anything that violates this Code of Conduct. If you are being harassed or feel uncomfortable, witness anyone else being harassed, or observe another participant violating this Code of Conduct, please contact a member of the ICUL staff immediately. If the action you observe constitutes an emergency, contact the local authorities first.

Unacceptable Behavior.

- Defamatory, abusive, intimidating, harassing, threatening, discriminatory, insulting or illegal speech, materials, or conduct by any participant of the event and related event activities. Many event spaces are shared with members of the public; please be considerate to all patrons of these venues.
- Sustained disruption of talks or other events.
- Violent or hostile activity, language or threats directed against others.
- Unwanted touching or sexual advances, nudity, sexual language or imagery.
- Language, activity or materials containing or promoting a political stance, a personal grudge against an individual or agency, or slanderous information.

Consequences of Unacceptable Behavior.

In response to any incident of unacceptable behavior, ICUL reserves the right to take any action deemed necessary and appropriate, including warning the offender, immediate removal from the ICUL sponsored event without refund, and/or prohibition of registration and attendance at any future event. Anyone asked to stop unacceptable behavior is expected to comply immediately.

It is a violation of this policy to subject to any form of retaliation any individual who makes a good faith report of or participates in the investigation of harassment, discrimination, or other inappropriate conduct, even if that report is mistaken or inaccurate.

Confidentiality will be respected to the extent practicable, so far as maintaining confidentiality is not inconsistent with investigating the report of harassment, discrimination or other inappropriate conduct, remedying any inappropriate conduct found to have occurred, or preventing inappropriate conduct.