

County Commissioners Association of Missouri Code of Conduct and Anti-Discrimination and Harassment Policy

1. Purpose

The County Commissioners Association of Missouri (“CCAM”) strives to be inclusive to the largest number of contributors and attendees, with the most varied and diverse backgrounds possible. As such, we are committed to providing a friendly, safe and welcoming environment for all, regardless of race, sex, gender, gender identity, religion, national origin, ethnicity, disability, age, sexual orientation, or marital status. This Policy outlines CCAM’s expectations for all those who participate in CCAM events and meetings, including, but not limited to the Annual Training, as well as the consequences for conduct in violation of this Policy. We expect all participants at CCAM events and meetings, including the Annual Training to create safe and positive experiences for everyone.

2. Anti-Discrimination and Harassment

CCAM will not condone or tolerate any type of discrimination or harassment at events and meetings, including the Annual Training. Harassment is defined as verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of his or her race, sex, gender, gender identity, religion, national origin, ethnicity, disability, age, sexual orientation, or marital status. CCAM expects all contributors and participants at events and meetings, including CCAM’s Annual Training to abide by this Anti-Discrimination and Harassment Policy in all venues, including ancillary events and official and unofficial social gatherings. Any person who feels that they have been discrimination against or harassed while attending CCAM events or meetings, including the Annual Training should report the incident to a member of CCAM/ Missouri Association of Counties (“MAC”) staff.

3. Standards of Behavior and Code of Conduct

CCAM expects all of its contributors and participants, including members and vendors to conduct themselves in a professional manner, including but not limited to:

- Comply with all rules and regulations of the site host of a CCAM meeting or event;
- Exercise consideration and integrity in your speech and actions;
- Do not engage in demeaning, discriminatory, or harassing behavior or speech;
- No physical, verbal, or written communication, conduct, or behavior that is abusive, discriminatory or harassing;
- Avoid the deliberate or negligent misuse, destruction or damage to the property of the host venue, CCAM, or other vendors, participants, and attendees;
- Be respectful of your surroundings and of your fellow attendees and participants

- Alert CCAM/MAC staff if you notice a dangerous situation, someone in distress, or violations of this Code of Conduct and Anti-Discrimination and Harassment Policy;
- Event venues or venues of ancillary events may be shared with members of the public; please be respectful to all patrons of these locations

4. Unacceptable Behavior

Harassment or hostile behavior is unwelcome, including speech that intimidates or interferes with a person's participation or opportunity for participation. Harassment in any form, including but not limited to harassment based on race, sex, gender, gender identity, religion, national origin, ethnicity, disability, age, sexual orientation, or marital status, will not be tolerated. Harassment includes the use of gratuitous language or sexual imagery in public presentations and displays, degrading verbal comments, deliberate intimidation, stalking, harassing photography or recording, inappropriate physical contact, and unwelcome sexual attention.

5. Corrective Action

Violations of this Policy by any contributor, participant, attendee, member, or vendor will not be tolerated. If any person engages in behavior deemed unacceptable under this Policy, CCAM reserves the right to take any action CCAM deems appropriate, in its sole and absolute discretion. CCAM reserves the right to remove any person from CCAM events and meetings without warning or refund and to prohibit any person from attendance at future CCAM events and meetings. CCAM may prohibit or remove any materials, signage, or other information that contains information that is discriminatory, harassing, or otherwise violates this Policy, in its sole and absolute discretion.