

## **CAHF's Meetings Code of Conduct**

It is the policy of the Board of Directors of the California Association of Health Facilities and of the Quality Care Health Foundation (CAHF/QCHF) to expect adherence to the following guidelines concerning the professional conduct of members, attendees, and staff at CAHF/QCHF events.

CAHF/QCHF is committed to providing a respectful, safe, productive, and inclusive environment for all meeting participants, invited guests, and CAHF/QCHF staff.

CAHF/QCHF promotes equal opportunities and treatment for all participants. All participants are expected to treat others with respect and consideration and follow venue rules.

CAHF/QCHF meetings or related events provide education, networking and the exchange of information in a respectful, professional manner. Discussion of opposing or different viewpoints is appropriate but is expected to be conducted in a courteous tone and manner that avoids personal attacks. CAHF/QCHF events are not an opportunity to air personal grievances. All participants must comply with the instructions of the moderator and any CAHF/QCHF staff.

### **Unacceptable Conduct**

Unacceptable behavior includes:

- Intimidating, harassing, abusive, discriminatory, derogatory, or demeaning speech or actions by any participants at or in relation to the CAHF/QCHF meeting or related events.
- Engaging in or threatening violence against other attendees and/or participants, CAHF/QCHF staff, or support staff associated with the event.
- Disrupting a meeting or related event.

### **Additional Rules**

#### **What to do if you witness or experience conduct that violates this Code of Conduct**

If an individual's conduct/behavior violates this Code of Conduct, it should be promptly brought to the attention of CAHF/QCHF staff.

If a situation escalates and/or becomes physical in nature, contact venue security as soon as possible (if available) or call 911, and then immediately notify CAHF/QCHF staff.

### **Consequences of Unacceptable Behavior**

Unacceptable behavior outlined in this Code of Conduct will not be tolerated at CAHF/QCHF meetings or related events. Anyone asked to stop unacceptable behavior is expected to comply immediately.

CAHF/QCHF reserves the right to take any action deemed necessary and appropriate, including immediate removal from the meeting without warning or refund, in response to any incident of unacceptable behavior. Additionally, CAHF/QCHF reserves the right to prohibit attendance at any future meeting, virtually or in person, as well as suspend or terminate membership without refunding dues.