

IIT-BayArea Code of Conduct Attendee Guidelines during events

Introduction

IIT-BayArea Alumni Association (**IIT-BayArea**) is committed to creating a welcoming and inclusive environment for all attendees at our events. This Code of Conduct outlines the expected behavior for everyone participating in our events, both in person and virtually.

California Law

This Code of Conduct adheres to all applicable California laws, including those related to:

- **Discrimination and Harassment:** California law prohibits discrimination and harassment based on protected characteristics such as race, religion, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, sexual orientation, or veteran status (California Fair Employment and Housing Act [FEHA]).
- **Violence and Threats:** Violence and threats of violence are illegal (California Penal Code).

Expectations for Attendees

By attending a IIT-BayArea event, you agree to:

- Treat all attendees with respect and courtesy.
- Refrain from any form of discrimination or harassment, including verbal, nonverbal, physical, or sexual harassment.
- Avoid creating a hostile environment for others.
- Not engage in disruptive behavior that interferes with the event or the ability of others to participate.
- Not use sexually suggestive, vulgar or explicit language at any time during the event, especially when you are addressing a crowd.
- Respect the privacy of others.
- Obey all event rules and regulations.
- Comply with all applicable laws.

Prohibited Conduct

The following behaviors are strictly prohibited at all [Your Alumni Organization] events:

- **Discrimination or Harassment:** Any form of discrimination or harassment based on protected characteristics. This includes offensive jokes, slurs, insults, unwelcome physical contact, and intimidation.
- **Violence or Threats:** Threats of violence, physical assault, or any other violent behavior.
- **Bullying:** Attempts to intimidate or coerce others.
- **Stalking:** Repeated unwanted contact or following of another person.
- **Inappropriate Photography or Recording:** Taking pictures or recording others without their consent, especially in private settings.
- **Sexually Explicit Language:** Using sexually suggestive or explicit language at any time during the event, especially when you are addressing a crowd..
- **Disruptive Behavior:** Actions that disrupt the event or impede the ability of others to participate, such as loud talking, persistent interruptions, or creating a scene.
- **Underage Drinking or Drug Use:** Consumption of alcohol or drugs by minors, or possession or use of illegal drugs.

Reporting Violations

If you experience or witness any violation of this Code of Conduct, please report it immediately to a IIT-BayArea club leader, event organizer, or IIT-BayArea board member. You may also report any violations anonymously through [**events@iit-bayarea.org**](mailto:events@iit-bayarea.org).

Consequences of Violations

Violations of this Code of Conduct may result in disciplinary action, including ejection from the event, denial of entry to future events, and notification to appropriate authorities.

Commitment to a Positive Environment

IIT-BayArea is committed to fostering a positive and inclusive environment for all attendees. We appreciate your cooperation in helping us to achieve this goal.