



# Accela Community Code of Conduct

Last Updated: August 24, 2020

## Importance

We firmly believe in the value and importance of an environment where all Accela community members feel welcome and safe. This Code of Conduct explains what type of behavior we expect from Accela community members interacting at an Accela in-person, online, blog, forum and/or social media event (“Event” or “Events”). The purpose of our Accela Events is to foster technical and professional education and encourage community discussion. The terms of this Code of Conduct are non-negotiable. We will not tolerate behavior that runs counter to this Code of Conduct.

## Behavior, Scope & Consequences

### Accela Events

1. You will behave in a way as to create a safe and supportive environment for all Event participants.
2. You will not engage in disruptive speech or behavior or otherwise interfere with the Event or other individuals’ participation in the Event.
3. You will not engage in any form of harassing, offensive, discriminatory, or threatening speech or behavior, including (but not limited to) relating to race, gender, gender identity and expression, national origin, religion, disability, marital status, age, sexual orientation, military or veteran status, or other protected category.
4. You will comply with the instructions of Event and venue staff.
5. You will comply with all applicable laws.

### Scope

We expect all Event participants (including Accela employees, attendees, vendors, sponsors, speakers, volunteers, and guests) to uphold the principles of this Code of Conduct. This Code of Conduct covers the main Event and all related Events (social or otherwise). Accela employees attending Events must continue to abide by all company policies at all times.

### Consequences

If we believe that you are not complying with this Code of Conduct, we may deny you entry or require you to leave all Event venue(s). You may also be banned from future Event participation. All determinations are at our sole discretion. We will involve local law enforcement if we deem appropriate.

If we deny you entry or require you leave, you will not be eligible to receive a refund of any fees paid to us related to the Event or related Events. Breaches of this Code of Conduct may result in disqualification from participating in future Events.

## Contact Us

If you witness or are subjected to inappropriate behavior, or have concerns related to an Event, please contact: [eventreporting@accela.com](mailto:eventreporting@accela.com).