Code of Conduct Policy

Approved September 2, 2020

Blind Information Technology Specialists (hereinafter referred to as BITS) is committed to maintaining the integrity of its events by creating a welcoming, professional, safe, and respectful environment for all who attend and/or participate in its events. The term "events" shall include conferences, meetings, functions, or any other gatherings sponsored or convened by BITS.

All participants at BITS events are required to adhere to this Code of Conduct policy as drafted and adopted by the BITS board of directors. This policy defines prohibited conduct as including, but not limited to:

• unwelcome verbal, visual, or physical conduct on the basis of race, color, sex, religion, age, national origin, disability, genetic information, gender identification, sexual orientation, or any other characteristic protected by applicable law, or;

• disrespectful, offensive and/or threatening conduct, verbal abuse, stalking, bullying, violence, or intimidation.

Any person who believes that he or she has experienced or witnessed behavior prohibited by this policy should report the conduct to the BITS President.

Upon receipt of an allegation reported under this policy, The BITS board of directors will investigate, and, the BITS board of directors will thereafter determine what, if any, action will be taken based on the circumstances. Such action may include banning the individual from the event where the conduct is determined to have occurred, and any future events.

Nothing in this policy shall limit or preclude the free exchange of ideas and/or opinions so long as such exchange does not involve threats or other prohibited behavior as defined in this policy.