

Colorado Municipal League Event Code of Conduct

Thank you for choosing to attend this Colorado Municipal League (CML) event, conference, meeting, or social gathering. We are committed to providing a safe and productive meeting environment that is considerate, respectful, and collaborative. CML seeks to create a space that is inclusive and free from discrimination, regardless of race, ethnicity, religion, sexual orientation, gender expression or identity, transgender status, age, disability, veteran or marital status, or any other protected category under applicable law. All participants must agree to and abide by the policies outlined in this code of conduct. This applies to all individuals including attendees, speakers, sponsors, staff, vendors, and other guests (collectively referred to as “Participants”) who take part in any manner in CML events, including conferences, meetings, webinars, social gatherings, and other activities held by CML, whether in person or virtual (“Event”).

By attending a CML event, you agree to abide by the code. We ask that you:

- Behave in a courteous and respectful manner
- Treat all participants with respect, dignity, and consideration, in the spirit of valuing a diversity of views and opinions
- Be considerate, respectful, and collaborative in your communication and actions
- Refrain from demeaning, discriminatory, or harassing behavior and speech
- Report suspected inappropriate behavior directed at yourself or others

Unacceptable behavior includes:

- Discriminatory or offensive conduct or speech related to race, ethnicity, religion, sexual orientation, gender expression or identity, age, disability, veteran or marital status, or any other protected category under applicable law.
- Deliberate intimidation, bullying, threatening, or stalking.
- Harassment that includes any unwelcome or offensive verbal comments, visual displays, or physical contact directed at any participant, including actions, conduct, comments, or images that a person would find offensive.
- Photography or video taken in a harassing manner.
- Sustained disruption of meetings, sessions, or other events.
- Actual or implied threat of physical harm.

- Physical assault, including unwelcome physical contact.
- Real or implied threat of professional, reputational, or financial damage or harm.
- Any other illegal activity not already covered above.
- Failure to follow any of the rules or regulations of the event or instructions of CML and event staff.
- Recording of sessions (including audio, video, and photography) without permission.
- Knowingly or falsely reporting violations of this code.

If you feel you are being subjected to, or notice that someone else is being subjected to, behavior that violates this code of conduct, contact a member of the CML Staff in person or at cml@cml.org as soon as possible. All reports will be kept confidential.

Consequences of Unacceptable Behavior

Unacceptable behavior from any participant at any CML event will not be tolerated. Violations of this code will be taken seriously. If you are asked to stop behaving in an unacceptable manner, you are expected to comply immediately. Repeated or serious violations of this policy will result in immediate removal from the event, including the annual conference without a refund. Egregious violations will result in more severe consequences, including contact with and information provided to local authorities. ALL participants have the right to a safe and enjoyable experience at CML events. Please contact CML staff if you have any questions or concerns.