



ACEC Wisconsin Event Code of Conduct Policy

The American Council of Engineering Companies of Wisconsin strives to create a professional and welcoming environment for all events in which all are treated with respect and free of harassment or discrimination.

This policy applies to all ACEC Wisconsin meeting/conference/event attendees including members, non-members, employees, speakers, sponsors, volunteers, venue staff, and other guests.

Expected Behavior

The following behaviors are expected of all event participants:

- Treat all participants with respect and dignity.
- Avoid demeaning, discriminatory, or harassing behavior and speech.
- Discuss differences and critique ideas in a non-confrontational manner.
- Respect rules, policies, and property of ACEC Wisconsin and its contracted event presenters, facilities, and vendors.
- Comply with all applicable laws and regulations.

Unacceptable Behavior

Harassment, bullying, [microaggressions](#), intimidation, and/or insinuations that are hurtful or interfere with an attendee's experience are unacceptable behaviors.

Examples of unacceptable behaviors include, but are not limited to, the following:

- Intimidating, threatening, lewd, or offensive behavior or speech.
- Expressed or implied threat of physical harm.
- Harassment in any form including bullying, intimidating, or disparaging comments related to gender, gender identify or appearance, sexual orientation, disability, physical appearance, body size, race, religion, ethnicity, national origin, or political views.
- Unwelcome sexual attention including sexualized comments, jokes, advancements, inappropriate touching, or groping.
- Destruction of personal property, event site, or materials.
- Drinking in an irresponsible manner.
- Falsely reporting violations of the Event Code of Conduct.
- Retaliating against another participant for reporting a violation of the Event Code of Conduct.
- Illegal activity or forms of harassment not covered above.

ACEC Wisconsin reserves the right to determine what constitutes as unacceptable behavior and the actions it will take to address incidents that occur.



Reporting Unacceptable Behavior

If you or someone else is in immediate danger, contact local law enforcement or venue security.

If any attendee believes they or another attendee has been subject to conduct that violates this Event Code of Conduct, or witnesses such conduct, they should report the violation to [ACEC Wisconsin Staff](#) or a member of the [ACEC Wisconsin Board of Directors](#) while on-site at the event or as soon after the event as possible.

All reported concerns will be treated seriously and investigated. All attendees are expected to cooperate fully and honestly with any investigation.

Consequences

Event participants asked to stop engaging in prohibited conduct are expected to immediately comply.

Corrective action may take the following forms:

1. Verbal warning,
2. Expulsion from event without refund and notification of attendee's employer,
3. Bar from future ACEC Wisconsin events and/or,
4. Notifying appropriate authorities.

ACEC Wisconsin will not tolerate retaliation against individuals who raise a concern that the Event Code of Conduct has been violated.

Agreement

By registering to attend an ACEC Wisconsin event, you agree to adhere to the policies outlined in the Event Code of Conduct Policy and understand the refusal to adhere to this policy may result in immediate removal from the event without refund.

Contact

If you have questions about this policy, please contact kelly@acecwi.org.

Adopted by the Board of Directors: December 15, 2022