

Code of Conduct:

All individuals who attend, work or volunteer at Nebraska Coalition's training or discussion events is required to abide with the following Code of Conduct.

The Coalition is committed to creating a safe space where everyone (attendees, presenters, and facilitators) feels welcome, respected and valued. We know individuals have different level of boundaries, different sense of humor, etc. We do recognize there are many survivors of sexual abuse, harassment, etc. in every event we host. In an effort to ensure a safe space for all individuals, please be mindful and intentional with your words and actions and follow these rules at all events.

Each individual will:

Be inclusive. We welcome and support all individuals of all backgrounds and identities. This includes, but is not limited to members of any sexual orientation, gender identity and expression, race, ethnicity, culture, national origin, social and economic class, educational level, color, immigration status, sex, age, size, family status, political belief, religion, and mental and physical ability.

Be respectful. We won't all agree all the time, but disagreement is no excuse for disrespectful behavior. We will all experience frustration from time to time, but we cannot allow that frustration to become personal attacks. An environment where people feel uncomfortable or threatened is not a productive or creative one.

Build a sense of connection. We ask that all participants take part in building a community of learning—to share a common goal of strength and skill building, relationship development, and using new information to enhance our mission and movement.

Behaviors that will NOT be tolerated at Coalition events:

- Foul or obscene language or gestures, including slurs or jokes;
- Sustained disruption of sessions, talking or other distractions;
- Violating personal space by impeding or blocking another person's movement or otherwise physically interfering with them;
- Deliberate intimidation or harassment;
- Unwanted or inappropriate touching or unwanted sexual attention;
- Prejudicial actions or comments related to gender, gender identity and expression, sexual orientation, differing physical or mental abilities, physical appearance, socioeconomic status, body size, race, ethnicity, nationality, age or religion.

If you witness or experience unacceptable behaviors please notify a Coalition team member as soon as possible. You may request your report remain completely confidential. If you wish to notify a team member after the hosted event has been adjourned we still wish to hear from you.

Individuals who are found to be in violation of the Code of Conduct will be asked to stop the behavior and expected to comply immediately. If the individual continues to exhibit the unacceptable behaviors which do not embrace the Code of Conduct the event organizers will ask the individual to leave and no longer be part of the event. If unacceptable behaviors are exhibited during a virtual event the individual will be removed from the participant list for that event. No refund will be given if you are asked to leave.



NEBRASKA COALITION
TO END SEXUAL AND DOMESTIC VIOLENCE