

Participation Policy (effective and last updated on January 1, 2021)

CCDC values participation in all its events. CCDC also must ensure the safety of its staff both in and out of the office to the best of its ability. On occasion, the staff and members of CCDC encounter individuals who exhibit behavior that is destructive to other participants in CCDC's activities, including in the office, and/or behavior that undermines CCDC's goals.

CCDC's priority is in the best interests of the organization. CCDC will refuse to allow participation in its activities and/or allow people to remain in its office if an individual engages in the following behaviors:

- physical, sexual, verbal, emotional abuse or harassment or the specific threat to an individual or individuals of such action;
- actions that are hateful including engaging in discriminatory behavior, name-calling, slurs, or refusing to stop engaging in behavior that offends another person based on their status as a member of a protected class;
- deliberate misrepresentation of CCDC's mission, purpose, its positions on issues;
- any action intended to or resulting in damage to CCDC's reputation, finances or other operations;
- disruptive behavior that renders CCDC staff and members unable to perform their duties and/or participate effectively in CCDC activities;
- the promotion and/or implementation of violent acts as part of any CCDC activity;
- intimidation and/or bullying of others participating in CCDC's activities;
- theft or deliberate damage to CCDC's property or the personal property of staff and participants in CCDC's activities;
- refusal to return equipment or property borrowed;
- deliberate endangerment of CCDC staff or participants in CCDC's activities; sabotage of CCDC's work;
- breach of CCDC confidentiality policies; and,
- threatening or disrupting employee or staff work at events or in the office.