



Code of Conduct for CJJ Conferences, Events, and Online Convenings

Purpose

CJJ is committed to providing a professional, safe, respectful, and inclusive environment for all participants at CJJ conferences, meetings, trainings, webinars, and other events, whether conducted in person or virtually.

This Code of Conduct applies to all attendees, speakers, moderators, exhibitors, sponsors, volunteers, staff, contractors, and other participants.

Participation in a CJJ event constitutes an agreement to comply with this Code of Conduct.

Standards of Conduct

All participants are expected to:

- Comply with all applicable federal, state, and local laws.
- Follow all venue policies, event rules, security procedures, and instructions from CJJ staff.
- Treat all participants with respect and professionalism.
- Respect the rights, privacy, and personal boundaries of others.
- Conduct themselves in a manner consistent with the educational and professional purposes of the event.
- Comply with all technology, recording, and intellectual property requirements established by CJJ.

Prohibited Conduct

The following conduct is prohibited at all CJJ events:

(1) Harassment and Discrimination

Participants may not engage in conduct that violates applicable anti-discrimination or anti-harassment laws or policies, including conduct based on:

- Race
- Color
- National origin
- Ethnicity
- Religion
- Sex
- Sexual orientation
- Gender identity or expression
- Disability
- Age
- Veteran status
- Any other characteristic protected by law

Examples include:



- Unwelcome verbal, written, or visual conduct directed at an individual based on a protected characteristic.
- Threats, intimidation, or targeted derogatory comments.
- Displaying materials that violate applicable anti-harassment policies or laws.

(2) Threatening or Unsafe Behavior

Participants may not:

- Engage in physical violence.
- Threaten violence toward another person.
- Possess weapons in violation of venue rules or applicable law.
- Attempt to damage property belonging to CJJ, the venue, exhibitors, sponsors, or participants.

(3) Recording and Photography

Participants may not:

- Photograph, videotape, screenshot, or distribute images or recordings of participants without permission when permission is required by law, venue policy, or event rules.
- Share confidential or restricted event content without authorization.

(4) Technology and Online Conduct

During virtual or hybrid events, participants may not:

- Distribute malware, malicious links, or unauthorized software.
- Post threatening, harassing, or discriminatory messages through event platforms.

(5) Commercial Activities

Event participants may not:

- Use attendee information obtained through the event for unauthorized marketing purposes.

Interference with Event Operations

Participants may not:

- Refuse to comply with event registration requirements, security procedures, or venue rules.
- Enter restricted areas without authorization.
- Interrupt speakers, presentations, or event operations after being directed by event or CJJ staff to stop.
- Tamper with event equipment, technology systems, or facilities.

Speaker Responsibilities

In addition to complying with all provisions of this Code of Conduct, speakers agree to:

- Present content relevant to the approved program topic.
- Comply with applicable copyright, licensing, and intellectual property laws.
- Obtain any permissions necessary for materials used in presentations.
- Respect confidentiality obligations associated with case examples, data, research, or participant information.
- Comply with all event recording, streaming, and presentation requirements established by CJJ.
- Follow established session schedules and time limits.



- Not engage in libel or slander of any other person, facility, company, product, or service during your presentation. If a speaker's words (spoken or in writing) amount to libel or slander, speaker agree to indemnify and hold harmless the Coalition of Juvenile Justice and all contracted service providers associated with the event.
- Not use presentation time primarily for product promotion, sales activities, fundraising, or recruitment unless specifically authorized by CJJ.

Reporting Concerns

Participants who observe or experience conduct that may violate this Code of Conduct are encouraged to report the matter to CJJ staff as soon as possible. Reports may be made to staff, the CJJ Board Chair, or via other reporting channels established by CJJ. CJJ will review reports and take action as appropriate under its policies and procedures.

Compliance and Enforcement

CJJ reserves the right to take appropriate action in response to conduct that violates this Code of Conduct. Such action may include:

- Verbal or written warning.
- Removal from a session, webinar, meeting, or event.
- Denial of participation in future CJJ events.
- Referral to venue security, law enforcement, regulatory authorities, or other appropriate entities.

No refund, reimbursement, or compensation will be provided to participants removed from an event due to a violation of this Code of Conduct.

Acknowledgment

By registering for, speaking at, attending, exhibiting at, sponsoring, or otherwise participating in a CJJ conference, event, meeting, training, or webinar, participants acknowledge that they have read, understand, and agree to comply with this Code of Conduct.