



## COGR Event Code of Conduct

COGR is committed to providing a safe, productive, respectful, welcoming, and inclusive environment for all participants of COGR events (including in-person & virtual membership meetings, webinars, or any other meeting or event in which COGR business is conducted), free from behaviors that are unprofessional, and/or offensive or harmful to health, morale, or safety of other event participants. We expect all event participants (including attendees, venue staff, COGR staff, COGR Board members, COGR committee members, presenters, vendors, and guests) to treat other participants with courtesy, respect, and professionalism. In addition, all participants are subject to local, state, and federal laws in which the event is held. **By registering for COGR events, you agree to abide by this policy.**

While it is not possible to list all behaviors that are unacceptable at COGR events, the following behaviors provide a non-exhaustive list:

- any unjustified act that might endanger the lives of others,
- sexual or other forms of harassment,
- bullying and implicit and explicit acts intended to coerce others,
- possession of a firearm or other weapons at the meeting venue,
- possession or use of illegal drugs, and
- “Zoom-bombing” or other disruptive behaviors during virtual events.

A report that leads to a determination that unacceptable behavior occurred during a COGR event may result in a warning, removal from or denial of access to COGR events, and exclusion from future COGR events on a temporary or permanent basis at COGR’s sole discretion. At COGR’s discretion, COGR may also provide information regarding the incident to the home institution or organization of the individual about whom the report was made. If a registered participant is asked to leave a COGR event as a result of violating this policy, the individual will not receive a refund for registration fees. COGR reserves its right to sole discretion over determining whether actions or behaviors are in conflict with this policy and the actions it takes to resolve the matter.

**Participants should report any concerns immediately to COGR President [Matt Owens](#) or by emailing [memberservices@cogr.edu](mailto:memberservices@cogr.edu).** Once notified, COGR staff will work to ensure the safety of the affected individual (if applicable) and will review the matter in accordance with this policy. Every effort will be made to maintain confidentiality of all individuals involved unless: a) a determination is made to notify a home institution of an incident, and/or b) maintaining confidentiality is infeasible in order to comply with local, state, and/or federal law.

Thank you for your cooperation and for helping to make COGR events a welcoming event for all. If you have questions about this policy, please contact [memberservices@cogr.edu](mailto:memberservices@cogr.edu).