



MMANC Code of Conduct

The Municipal Management Association of Northern California (MMANC) is committed to maintaining a safe, respectful, and professional environment for all attendees, presenters, exhibitors, volunteers, and staff at MMANC events and meetings. By participating in MMANC events, all individuals agree to comply with this Code of Conduct and to cooperate with MMANC staff and volunteers in its enforcement.

Participants are expected to:

- Act with courtesy and respect in speech and actions.
- Avoid language and behavior that may be demeaning, discriminatory, or harassing.
- Be mindful of others and respect their space, rights, and opinions.
- Comply with all local, state, and federal laws.

Unacceptable behavior includes, but is not limited to:

- Disruptive behavior that hinders the business-like atmosphere of the event.
- Harassment, including offensive language, bullying, intimidation, inappropriate physical contact, sexual advances, and unwanted requests for sexual favors.
- Discriminatory actions, offensive visual images, or abusive language.
- Disregard for the instructions of MMANC staff and event organizers, or onsite vendors.
- Engaging in activities that endanger yourself or others.

MMANC reserves the right to take any action necessary in response to violations of this Code of Conduct, which may include but is not limited to removal from the event or meeting without a refund, revocation of membership benefits, and involvement of local authorities if necessary. The severity of the consequence will depend on the nature of the violation and the context in which it occurred. MMANC aims to respond to violations swiftly and appropriately to maintain a respectful environment for all participants.

The expectations outlined in this Code of Conduct apply to both in-person and virtual events. Participants should refrain from disrupting presentations, sessions, or any organized activities. All participants must follow the directions of event volunteers and MMANC staff.

If you witness or are subjected to any unacceptable behavior, please report it immediately to an MMANC Executive Board Member or contact us via email at president@mmanc.org. All reports will be kept confidential.