



## Expected Behavioral Guidelines for CCA Event Attendees and Participants

Competitive Carriers Association (“CCA”) is committed to being the premier advocacy organization for competitive carriers and stakeholders. CCA will use advocacy leadership, education, and networking opportunities to help competitive carriers grow and thrive in the communications service provider industry.

CCA has established these guidelines to provide guidance to all attendees and participants of any CCA event and to ensure that all attendees and participants understand what behavior is expected and what behavior will not be tolerated. CCA expects all attendees and participants to abide by these guidelines at all CCA events.

CCA is dedicated to providing a harassment-free and inclusive event experience for everyone regardless of gender identity and expression, sexual orientation, disabilities, neurodiversity, physical appearance, body size, ethnicity, nationality, race, age, religion, or another protected category.

CCA reserves the right to dismiss anyone from the event premises if any behavior is deemed unprofessional, as determined by CCA or the event premises as defined in our contract. CCA provides specific guidelines below for what is considered appropriate behavior.

**EXPECTED BEHAVIOR.** CCA expects event attendees and participants to:

- Be considerate and respectful to all CCA event attendees and participants;
- Refrain from demeaning, discriminatory, or harassing behavior, materials, and speech; and
- Immediately contact CCA staff if they observe anything at an event that conflicts with these guidelines.

**PROHIBITED CONDUCT.** Prohibited conduct includes but is not limited to:

- Threats;
- Violent behavior;
- Physical, written, or verbal abuse by any attendee, exhibitor, speaker, staffer, volunteer, service provider or any other meeting guest;
- Possession of illegal firearms and weapons;
- Use, distribution, sale, or possession of illegal drugs or any other controlled substance; and
- Theft.

**CONSEQUENCES OF UNACCEPTABLE BEHAVIOR.** Unacceptable behavior will not be tolerated. If you are being harassed or feel uncomfortable, notice that someone else is being harassed, or have any other concerns, please contact a CCA staff member immediately. If an attendee or participant engages in unacceptable behavior, CCA may take any action it deems appropriate, including warning or expelling the offender from the event with no refund.

Thank you for your cooperation. For any questions or concerns, please contact CCA:

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