



TEA Online Programming Code of Conduct

TEA is committed to providing a safe, inclusive, and productive environment for all our online programming participants. All participants, including but not limited to attendees, speakers, volunteers, board members, sponsor representatives, service providers, TEA staff members, and all others are expected to abide by this Online Programming Code of Conduct. This Policy applies to all TEA online events and meetings including those hosted on platforms other than video conferencing, including but not limited to social media platforms.

TEA has zero-tolerance for any form of discrimination or harassment, including but not limited to sexual harassment by participants or our staff at our events or meetings. If you experience harassment or hear of any incidents of unacceptable behavior, TEA asks that you inform Jennie Nevin, TEA's Chief Operating Officer at jennie@teaconnect.org so that we can take the appropriate action.

Unacceptable Behavior is defined as:

- Harassment, intimidation, or discrimination in any form.
- Verbal abuse of any attendee, speaker, volunteer, board member, sponsor representative, service provider, TEA staff member, and any other guest at an online event or meeting.
- Examples of verbal abuse include, but are not limited to, verbal comments related to gender, sexual orientation, disability, physical appearance, body size, age, race, religion, national origin, profanity, inappropriate use of nudity and/or sexual images in public online spaces or in presentations, or threatening or stalking any attendee, speaker, volunteer, board member, sponsor representative, service provider, TEA staff member, and any other guest at an online event or meeting.
- Disruption of presentations during sessions, in main spaces, in breakout rooms, or at other events organized by TEA throughout an event or meeting. All participants must comply with the instructions of the host and any TEA staff.
- Presentations, postings, and messages should not contain promotional materials, special offers, job offers, product announcements, or solicitation for services. TEA reserves the right to remove such messages and potentially ban sources of those solicitations.
- Participants should not copy or take screenshots of Q&A or any chat room activity that takes place in an online event or meeting.

TEA reserves the right to take any action deemed necessary and appropriate, including immediate removal from the event or meeting without warning or refund, in response to any incident of unacceptable behavior, and TEA reserves the right to prohibit attendance at any future meeting, online or in person.