



ITS Texas Code of Conduct

ITS Texas is dedicated to fostering a safe, inclusive, respectful, and welcoming environment for all participants in all ITS Texas activities. All participants, including, but not limited to, attendees, speakers, volunteers, industry partners, exhibitors, ITS Texas Board members, service providers, and all others are expected to abide by this Code of Conduct which works to ensure just and fair treatment for all participants; promotes mutual respect and consideration for diverse perspectives, experiences, and identities; and establishes expected behavioral standards that apply to any ITS Texas meeting and related events.

At all times, all participants are expected to adhere to the following Code of Conduct, specifically:

- **Respect and collaboration:** Foster a welcoming environment by acting with consideration, integrity, respect, and a collaborative spirit towards others. Engaging in healthy discussions involving different perspectives and experiences is encouraged but must be conducted respectfully without personal attacks. Use language that acknowledges and values the dignity and worth of all, including intersectionality of individuals' identities with diverse backgrounds and different learning abilities, while recognizing and respecting the unique qualities of all participants. Ensure the event content is accessible to everyone. Actively participate in and encourage community-building initiatives within ITS Texas to strengthen camaraderie and collectively uphold a respectful environment.
- **Non-discriminatory and anti-harassment behavior:** Refrain from engaging in any form of demeaning, discriminatory, offensive, insulting, disruptive, or harassing behavior or speech. This includes treating all individuals equally and respectfully, regardless of their role or perspective, such as their race, gender, age, religion, ethnicity, nationality, sexual orientation, gender expression, gender identify, marital status, political affiliation, pregnancy, presence of disabilities, neurodiversity, veteran or military status, or educational background. Create an environment where everyone feels valued, appreciated, and free from discrimination and harassment.
- **Awareness and assistance:** Be mindful of your and your fellow participants' surroundings, contributing to a safe and supportive atmosphere. Promptly report any potentially

dangerous, harassing, or distressing situation to ITS Texas board members. And please contact the appropriate authorities in addition if you or your fellow participants are in immediate danger.

- **Applicable laws:** Obey all applicable laws and regulations of the relevant government authorities while acting on behalf of ITS Texas; obey all applicable laws and regulations of the relevant government authorities while attending ITS Texas meetings and events; and comply with all applicable safety guidelines.

Reporting Incidents

Participants witnessing or experiencing conduct that violates this Code of Conduct are encouraged to promptly bring it to the attention of the ITS Texas board members, and other appropriate staff in charge of the activity so that we can take appropriate action. If you do not feel comfortable taking that action, you can report the incident anonymously on the ITS Texas website under “Report Incident.” The ITS Texas Board of Directors will address unacceptable behavior and, if appropriate, take appropriate action.

Report an Incident