

Statement of Appropriate Conduct at CAL Events

The Colorado Association of Libraries (CAL), a chapter of the American Library Association (ALA), holds professional conferences, meetings, and events to enable its members to receive continuing education, build professional networks, and discover new products and services for professional use. To provide all participants – members and other attendees, speakers, exhibitors, staff, and volunteers – the opportunity to benefit from the event, CAL is committed to providing a harassment-free environment for everyone, regardless of gender, sexual orientation, gender identity, gender expression, disability, physical appearance, ethnicity, religion or other group identity.

As an association, CAL is strongly committed to diversity, equity, and the free expression of ideas. These values have been repeatedly delineated in ALA policy (for instance: [Policy A.1.4 – Core Organizational Values](#); [Policy B.1.1 – Core Values of Librarianship](#); [Policy B.1.2 – Code of Professional Ethics](#)). Taken cumulatively, the values and beliefs delineated within ALA policy describe conduct based on a firm belief in the value of civil discourse and the free exploration of competing ideas and concepts – with a fundamental respect for the rights, dignity, and value of all persons.

Within the context of ALA policy and the professional practices of librarianship, critical examination of beliefs and viewpoints does not, by itself, constitute hostile conduct or harassment. Similarly, use of sexual imagery or language in the context of a professional discussion might not constitute hostile conduct or harassment.

CAL seeks to provide an environment in which diverse participants may learn, network, and enjoy the company of colleagues in an environment of mutual human respect. We recognize a shared responsibility to create and hold that environment for the benefit of all. Some behaviors are, therefore, specifically prohibited:

- Harassment or intimidation based on race, religion, language, gender, sexual orientation, gender identity, gender expression, disability, appearance, or other group status.
- Sexual harassment or intimidation, including unwelcome sexual attention, stalking (physical or virtual), or unsolicited physical contact.
- Yelling at or threatening speakers (verbally or physically).

Speakers are asked to frame discussions as openly and inclusively as possible and to be aware of how language or images may be perceived by others. Participants may – and do – exercise their

option to leave a session or a conversation. Exhibitors must follow all CAL Exhibits rules and regulations and policies.

All participants are expected to observe these rules and behaviors in all conference venues, including online venues, and conference social events. Participants asked to stop a hostile or harassing behavior are expected to comply immediately. Conference participants seek to learn, network and have fun. Please do so responsibly and with respect for the right of others to do likewise.

Please contact CAL staff in the registration area of the conference or call 303-463-6400 if you believe you have been harassed or that a harassment problem exists. All such reports will be directed immediately to the CAL President, who will determine and carry out the appropriate course of action, and who may consult with and engage other CAL/ALA staff, leaders, and legal counsel as appropriate. Event security and/or local law enforcement may be involved, as appropriate based on the specific circumstances. A follow-up report will be made to individuals who report being harassed.

Prior to each CAL event, CAL staff will make the following information available:

Emergency contact information:

- Venue (convention center, hotel) security
- Local law enforcement, emergency and non-emergency
- Local emergency and non-emergency medical information
- Information on how to report incidents of *any sort* to Conference Management (following the conference please contact cal@cal-webs.org)

Emergency Contact Information for CALCON2020

- Hotel security – [Embassy Suites, Loveland, CO](#). 970-593-6200?
- Local law enforcement, emergency and non-emergency – Loveland Police Department: (970) 667-2151; 911 (emergency)
- Local emergency and non-emergency medical information – 311 (non); 911 (emergency)
- [Loveland Transportation](#)
- [Maps and Transportation](#)
- Other local services, e.g. hotlines – [Colorado Coalition Against Sexual Assault](#); [Denver CARES \(Comprehensive Addictions Rehabilitation and Evaluation Services\)](#)
- Information on how to report incidents of *any sort* to Conference Management -- Conference Registration desk or call 303-463-6400 (following the conference please contact cal@cal-webs.org)