



California Mathematics Council

Mission Statement: The California Mathematics Council believes that all students have the capacity to become mathematically competent and confident when provided a rigorous and challenging mathematical program supported by high expectations.

Member and Events Code of Conduct

This professional code of conduct outlines CMC's expectations for all CMC members and participants at CMC events as adopted by the CMC State Board.

CMC expects its members and event participants to communicate professionally and constructively, whether in person or virtually, handling dissent or disagreement with courtesy, dignity and an open mind, being respectful when providing feedback, and being open to alternate points of view.

When sharing information about the organization or via public communication channels, CMC expects its members and event participants to share responsibly and clearly distinguish individual opinion from fact.

CMC members and event participants are committed to providing a friendly, safe, supportive and harassment-free environment for all CMC members and participants, regardless of gender, age, sexual orientation, gender identity, gender expression, disability, physical appearance, body size, race, ethnicity, religion or other group identity.

Unacceptable Behavior

CMC does not tolerate harassment of CMC members, staff, or other persons involved in CMC events and activities.

Harassment includes offensive verbal or written comments and negative behavior, either in real or virtual space, including those that are related to or are based upon gender, age, sexual orientation, gender identity, gender expression, disability, physical appearance, body size, race, ethnicity, relation or other group identity. Harassment also includes display of sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, and unwelcome physical contact or sexual attention.

Sexual language and imagery are not appropriate for any member venue, including events, talks, workshops, social events and social media.

Consequences of Unacceptable Behavior

If a CMC member or participant at a CMC event, in either real or virtual space, engages in inappropriate, harassing, abusive or destructive behavior or language, the CMC State Board will determine and carry out the appropriate course of action, including warning the offender, suspension or expulsion from membership in accordance with CMC's Bylaws and Policies with no membership refund, and/or banning the offender from future CMC membership, events and activities.

All CMC members are expected to observe these rules and behaviors in all CMC membership venues, including online venues and conference social events where CMC members seek to learn, network, and enjoy themselves, free from any type of harassment. Please participate as a CMC member responsibly and with respect for the rights of others.

What to Do

If you are being harassed, notice that someone else is being harassed, or have any other concerns about an individual's conduct, please follow the incident reporting procedures below. To report an incident or problem, please report the incident to a CMC State Board member or file a written complaint to the CMC Board at Executive@cmc-math.org.

The board will evaluate the concern and may do one or more of the following depending on the findings:

- Contact the complainant and/or the offending member directly for further explanation.
- Convene the CMC Board to discuss and handle the incident according to the CMC Member Code of Conduct.
- Revoke the offending member's membership with no refund.
- Prohibit the offending member from attending CMC events and activities.

This Code of Conduct is regularly reviewed and revised by the CMC State Board.

CMC Statement of Inclusivity

The California Mathematics Council (CMC) is wholly focused on supporting and promoting diversity and inclusiveness both internally and in our work with educators, members and stakeholders. At CMC events and in our virtual environments, it is our top priority to ensure a safe, healthy, discrimination-free atmosphere that openly accepts all individuals regardless of age, ethnicity, race, religion, nationality, sexual orientation, gender, gender identity, gender expression or any other group identity.

CMC expects that any partner or vendor we work with share and uphold our standards related to safety, security and inclusivity. This requirement plays a key factor in determining who we choose to work with. Questions and feedback are always welcome and can be sent to Executive@cmc-math.org.