



California LULAC Foundation Annual Convention Code of Conduct

Purpose

The California LULAC Foundation is committed to fostering a culture of inclusion, respect, and professionalism at the California LULAC Foundation Annual Convention. All participants, including members, volunteers, staff, sponsors, speakers, and attendees, are expected to conduct themselves in a manner that reflects the values of the organization.

Scope

This Code of Conduct applies to all events, activities, and interactions during the California LULAC Foundation Annual Convention, including but not limited to meetings, workshops, networking sessions, social events, and online communications.

Expectations of Behavior

1. Respect and Inclusivity

- Treat all individuals with dignity and respect, regardless of race, gender, age, nationality, disability, sexual orientation, religion, or political views.
- Encourage an environment of open dialogue where diverse perspectives are welcomed and valued.
- Be mindful of cultural sensitivities, using appropriate language and gestures.

2. Professionalism

- Always maintain a professional demeanor, whether interacting with other attendees, panelists, sponsors, or volunteers.
- Follow through on commitments made during the convention, including participation in scheduled events and activities.
- Abide by event timelines and schedules.

3. Collaboration and Engagement

- Actively participate in convention sessions and activities, promoting engagement and knowledge sharing.
- Be courteous and avoid disruptive behavior that prevents others from fully participating.
- Seek to build a collaborative atmosphere, whether in group discussions, workshops, or networking opportunities.

4. Harassment-Free Environment

- The California LULAC Foundation will not tolerate any form of harassment or discrimination, including but not limited to verbal abuse, bullying, unwanted physical contact, or offensive jokes.
- If you feel uncomfortable or witness inappropriate behavior, please immediately report it to event staff, security, or designated representatives.
- All complaints will be handled with confidentiality and respect.



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5. Safety and Health

- Follow all health and safety guidelines as required by the venue or local authorities.
- Ensure that your actions do not compromise the physical or emotional safety of others.
- Be responsible for your personal property and belongings.

6. Use of Technology and Social Media

- Respect the privacy and consent of others when taking photos or videos, especially in personal or informal settings.
- Do not use social media to spread negativity, misinformation, or to cause harm to individuals or the organization.
- Engage responsibly on social media platforms in a way that promotes the values and mission of LULAC.

Consequences of Violating the Code of Conduct

Any individual found in violation of this Code of Conduct may face consequences, including but not limited to:

- Verbal or written warning
- Removal from the event or specific sessions
- Suspension of future LULAC events or activities
- Expulsion from the event with no refund

Severe violations (e.g., physical assault, serious harassment) may result in immediate expulsion from the event and notification of appropriate authorities.

Reporting Violations

If you witness or experience behavior that violates the Code of Conduct, please report it immediately to any of the following:

- Convention staff members
- LULAC Foundation leadership
- Designated Convention Support Teams

Reports will be treated with respect, confidentiality, and urgency. We are committed to ensuring a safe and welcoming environment for everyone involved.

Acknowledgment and Agreement

By attending the California LULAC Foundation Annual Convention, you acknowledge that you have read, understood, and agree to adhere to this Code of Conduct. Together, we can create an environment that supports the growth, empowerment, and success of our communities.