

## Code of Conduct

### 2025 Community Transformation Workshop

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Main Street America (MSA) is committed to providing a safe, welcoming, and accepting environment for all Community Transformation Workshop participants, volunteers, and staff. All participants, including attendees, MSA staff, speakers, volunteers, and all others are expected to abide by this Code of Conduct.

To support an environment that builds community and positive connections, the following behaviors are expected of all participants at the Community Transformation Workshop:

- ***Treat everyone you encounter with respect.*** All participants should strive to treat each other, event and venue staff, and all others with dignity and respect, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, race, age, religion, and any other status protected by laws in which the event is being held.
- ***Be mindful of your surroundings and your fellow participants.*** One of the benefits of in-person gatherings is the opportunity to connect with people who have different backgrounds and experiences than you. Cross-cultural communication can often be complicated, and everyone is encouraged to consider the impact of their words and actions on those with different backgrounds and experiences.
- ***Be present and participate actively.*** The ways that people show up and participate vary. Be present and participate in ways that are authentic to you, while respecting that others may do so in different ways.
- ***Share the mic.*** To support a participatory learning environment for everyone, be mindful of how much time you use in discussions and Q&A sessions.
- ***HAVE FUN!***

In order to maintain a supportive and welcoming environment, workshop participants are expected to refrain from engaging in any of the following:

- Filming of workshop events or activities unless expressly consented to in writing by Main Street America. *Note: Use of personal, handheld devices for recording or transmitting workshop content including, but not limited to, sessions, workshops, demos, format meetings, award ceremonies, or any other content, is permitted for documentation and educational purposes.*
- Disruption of presentations during sessions, including arriving late or departing early. Speakers and presenters have worked hard to provide quality content at this year's workshop. Please respect their time and efforts.
- Harassment of participants in person or online. Examples include:
  - Verbal comments or imagery that reinforce social structures of domination related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, and any other status protected by laws in which the event is being held.
  - Unwelcome comments regarding a person's lifestyle choices and practices.
  - Abusive, offensive, or degrading language or imagery.
  - Intimidation, stalking, or following.
  - Unwelcome sexual attention or advances or physical contact.

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Unacceptable behavior from any participant will not be tolerated. If a participant engages in unacceptable behavior, MSA staff and/or its designated representatives may take any of the following actions they deem appropriate, including:

- A warning to cease unacceptable behavior and that additional reports will result in further action.
- Removal from the 2025 Community Transformation Workshop, with no refund.
- Not being allowed to attend future Workshops.
- Not being allowed to attend future Main Street America events, whether virtual or in person.
- Reporting behavior to the applicable authorities.

Participants who feel threatened or violated because of intimidating, harassing, abusive, discriminatory, derogatory, or demeaning conduct—or have witnessed other participants being subjected to such behavior— are encouraged to immediately notify MSA staff and/or its designated representatives.