

Colorado Cave Survey Code of Conduct and Anti-harassment Policy

June 8, 2019

The Colorado Cave Survey (CCS), an internal organization of the National Speleological Society (NSS), seeks to provide a welcoming and non-discriminatory environment in its meetings, emails, and online discussion forums. We support and follow all codes of conduct and anti-harassment policies of the NSS. Policies stated here are in addition to, not a replacement for, NSS policies.

In both meetings and discussions, the CCS strives to create and maintain an environment in which people are treated with dignity, decency and respect. We want to ensure a safe and harassment-free environment, characterized by mutual trust and the absence of intimidation, for all interested people who wish to participate. As a general guideline, participants in CCS meetings and discussion forums should behave in a manner appropriate for a professional workplace. Maintaining courteous, civil, and mutually respectful interactions will usually avoid any issues of harassment or discrimination.

The CCS sometimes deals with contentious issues, and we encourage and support vigorous discussion of all viewpoints. However, personal abuse or attacks will not be tolerated. Even when emotions become heated, people should remain polite and respectful to each other. Comments or discrimination based on race, religion, sex, or similar attributes are never acceptable. Occasional profanity or sarcasm may be tolerated, but not if aimed specifically at another individual.

The CCS prohibits harassment or bullying in any form in its meetings and online communications. For purposes of this policy, harassment is any verbal, written, online, visual, or physical conduct designed to threaten, intimidate, coerce, or demean another participant in CCS meetings, emails, or discussions. Sexual harassment, whether explicit or implicit, is a particularly offensive form of behavior that is strictly forbidden in any CCS meetings, emails, or forums.

Physical threats, or any intimation of such, whether explicit or implied, are not allowed. Any brandishing of weapons, including but not limited to guns and knives, is explicitly forbidden at CCS meetings. Intoxication, by alcohol or other drugs, to a degree that interferes with an individual's ability to maintain a polite and professional demeanor, is not allowed at any CCS meeting. Recording of CCS meetings, by audio, video, or still photography, requires permission of those present at the meeting.

Anyone may raise a substantive complaint with CCS of harassment or misconduct, and shall not be subject to any retaliation for doing so. Anyone who has a complaint of harassment or misconduct raised against them with CCS shall always be given an opportunity to respond before any vote or decision on enforcement action is taken by CCS.

Violation of the above guidelines during a CCS meeting may be penalized by any of: warnings; immediate ejection from the meeting; banning from future CCS meetings; formal statement of censure by the CCS; or referral of the incident with description and complaint to the NSS board for possible further actions on their part. Such a penalty may be imposed immediately by motion and majority approval by the voting members of CCS present during the meeting, or by written or email complaint and a similar majority vote of all CCS voting members subsequent to the meeting.

Violation of the above guidelines on any online email or CCS forum may be penalized by any of: warnings; removal of the offending posting or material; banning from future participation in any online CCS forums; banning from future CCS meetings; formal statement of censure by the CCS; or referral of the incident with description and complaint to the NSS board for further actions on their part. Such a penalty may be imposed upon receipt of written or email complaint and a majority vote of all CCS voting members.