CSI CONDUCT POLICY

CSI is committed to providing a safe, productive, and welcoming environment for all program participants. CSI is also committed to the principle of equal access to education and services.

As a condition of participating in CSI activities, CSI members and nonmembers must comply with all applicable CSI policies related to those activities. Any violations of applicable CSI policies may result in a person’s immediate removal from such activity and/or a prohibition from participation in similar, future activities.

If you experience harassment or hear of any incidents of unacceptable behavior, CSI asks that you, as soon as possible, avail yourself of the CSI Ethics and Compliance Hotline (Ethics and Compliance Hotline - Construction Specifications Institute (csiresources.org) or 855-222-2026) or inform a member of the CSI staff directly or at 800-689-2900, so that we can take the appropriate action.

Discrimination, Intimidation, and Harassment Defined

CSI has zero-tolerance for any form of discrimination. Discrimination on the basis of the following protected categories, and other categories recognized by CSI, is unlawful and/or is prohibited by this Policy. These categories are: age (40+), race, color, national origin, sex (including gender identity and gender expression, as well as pregnancy), ancestry, religion, veteran status, disability, military service, sexual orientation, political beliefs.

Discriminatory treatment is singling out or targeting an individual for improper treatment because of their protected or recognized characteristic.

Harassment or intimidation is unwelcome and offensive conduct that is directed at a specific individual. Harassment or intimidation may be considered to violate this policy when it creates an environment or interaction that disrupts the ability for the individual to enjoy an equal opportunity to participate in the benefits of the CSI’s programs and activities.

Unacceptable Behaviors

Unacceptable Behavior is defined but not limited to as:

- Harassment, intimidation, or discrimination in any form.
- Verbal abuse of any attendee, speaker, volunteer, product representative, CSI staff member, service provider, or other meeting guest.
• Examples of verbal abuse include, but are not limited to, verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, inappropriate use of nudity and/or sexual images in public spaces or in presentations, or threatening or stalking any attendee, speaker, volunteer, product representative, CSI staff member, service provider, or other meeting guest.

• Disruption of presentations during sessions or at other events organized by CSI throughout the event. All participants must comply with the instructions of any CSI virtual event staff and/or moderators.

• Participants should not copy or take screen shots of Q&A or any chat room activity that takes place in the virtual space.

Application of This Policy

All participants, including, but not limited to, attendees, members, speakers, volunteers, product representatives, CSI staff members, service providers, are expected to abide by this Conduct Policy.

This Policy applies to all CSI meeting-related events, both in-person or virtual, including those sponsored by organizations other than CSI but held in conjunction with CSI events, on public or private platforms. This policy also applies generally to conduct as a member of CSI participating in CSI activities.

CSI reserves the right to take any action deemed necessary and appropriate, in CSI's sole and reasonable discretion, for the safety of any and all participants, including immediate removal of a participant from a meeting or activity without warning or refund, that has been found to have engaged in any of the unacceptable behavior defined in this policy, and CSI reserves the right to prohibit attendance at any future meeting or activity, virtually or in person.