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## **CODE OF CONDUCT**

**Hawaii Credit Union League (HCUL)** provides professional networking, collaboration, and training/development for all member and associate credit union staff and volunteers, business partners, vendors, affiliates, speakers, and guests. Participants are encouraged to enforce this code of conduct and are required to always treat others with respect and obey the rules and policies at HCUL in-person and online events or related activities.

HCUL is committed to providing a professional, harassment-free, and safe environment for everyone regardless of race, gender identity, sexual orientation, religion, national origin, age, disability, or any other protected characteristics. HCUL prohibits harassment, discrimination, bullying, or other unwelcome or unlawful behavior.

Prohibited behavior includes, but is not limited to:

- Offensive verbal comments related to any protected status mentioned above;
- Unwelcome or unprofessional physical contact;
- Any actions that may be construed as disrespectful or otherwise inappropriate;
- Unwanted attention related to sex or gender, including nicknames, or inferences to any sexual propositions;
- Obscene or derogatory jokes or comments;
- Intimidating behavior, including stalking;
- Unwelcome photography or recording; and
- Disruption of events or activities.

If you or others are experiencing inappropriate behavior, please contact a HCUL staff or related activity hosts immediately. HCUL reserves the right to remove any participant from the respective activity that discriminates against any persons in any manner. Any misconduct or unprofessionalism reported to HCUL will be addressed and could possibly result in suspension from attending future HCUL activities.