



OSBA CODE OF CONDUCT

We are here to listen and gather feedback and are not likely to engage in conversation with you about what we hear. We may ask clarifying questions or repeat what we think we heard just to make sure we have accurately captured your comments.

Everyone who wants to talk will have the opportunity. This may mean we ask others who have had multiple opportunities to speak to wait while we give others the chance to speak.

We also understand that not everyone may be comfortable speaking in this environment and have provided comment cards for your use.

You may hear things tonight that you disagree with. We are respectfully asking that you allow all opinions to be shared and resist the temptation to counter or debate.

OSBA strives to provide a safe and welcoming event experience for all participants, regardless of race, national origin, disability, religion, political affiliation, sex, gender identity or expression, or sexual orientation.

Please participate with integrity, courtesy, and respect for others in attendance. We recognize a shared responsibility to maintain these principles for the benefit of all.

OSBA does not tolerate discrimination, intolerance, harassment, aggression, or ill will of any kind at any OSBA event, either in person or via electronic communications. Participants are asked to stop such behavior and are expected to comply immediately. If a participant engages in such behavior, OSBA retains the right to take action, such as but not limited to warning offenders or expelling them from the event with no refund and limiting future participation in OSBA events.

Please bring concerns about behavior or other issues to the attention of OSBA staff immediately.

We value your attendance and are glad you are here.