



## The CBC-Sponsored Meeting & Event Code of Conduct Policy

The Children's Book Council continues to be steadfastly committed to a welcoming and prejudice-free meeting and event environment for all participants. This policy covers CBC committee meetings, CBC-sponsored programs, and book industry-related meetings and events where CBC staff and invitees are in attendance.

As stated in the CBC internal code of conduct policy, enacted in 2015, we value the dignity, diversity, and inclusion of all employees, participants and attendees regardless of race, age, sex, gender, gender identity and expression, sexual orientation, national origin, ancestry, disability, medical condition, religion, class, body size, military status, marital/domestic partnership status, clothing, and lifestyle choices. We do not tolerate harassment, discrimination, or other unwelcome or unlawful behavior on the basis of any of these characteristics.

It should be noted that, in a meeting or at a panel discussion, free and open dialogue of ideas and opinion should not be construed as harassment as long as participants conduct themselves in a respectful way.

This policy supplements and does not supersede any policy in place for members or employees of any other organization and company in attendance, and if a CBC-sponsored function is taking place at a convention or trade show, we fully support the host organization's means of identifying unacceptable behavior and addressing policy violations swiftly.

CBC has contracted for a toll-free phone number (800-837-6855) managed by Employment Practices Solutions (EPS) for anyone who needs to report harassing, discriminating or inappropriate behavior at a CBC-sponsored function. EPS will record details of the complaint and forward an email to both the CBC Executive Director and the Chairperson of the CBC Board. The complainant can remain anonymous if preferred, but a report for follow-up will still be generated if requested. A quick resolution will be achieved without fear of retaliation and with every step taken to ensure your safety and dignity.

### About [Employment Practices Solutions](#)

EPS works with employers and employees nationwide to build respectful workplaces by providing high-quality training, workplace complaint investigation processes, and more. EPS is a Certified Woman-owned Business Enterprise.