

## **The Security Foundation Code of Conduct**

### **Introduction**

The Security Foundation (TSF) champions and upholds an environment where all participants of a TSF-sponsored event are safe and secure and treated with respect and dignity. Our commitment to diversity, equity and inclusion includes creating events and activities that are free from harassment and discrimination. Harassment and discrimination shall not be tolerated based on, but not limited to, any of the following: race; color; sex (including pregnancy, sexual orientation and gender identity); national origin; religion; disability; age; citizenship; veteran status or any other protected characteristic under applicable law.

The TSF does not tolerate any form of discrimination, sexual harassment or other unprofessional conduct—in person or digitally (email, text, social media and web activity). Any and all sponsors, guests of sponsors, speakers, event attendees, media representatives, volunteers, grantees, staff, contractors, vendors, exhibitors and any other guests of a TSF-activity must comply with this policy. Consequences for failure to comply with the TSF Code of Conduct may include the following: removal from the event; retraction of sponsorship benefits; and a ban from future attendance at TSF events. This policy applies to organizations working in partnership with TSF.

### **Code of Conduct**

TSF will not tolerate unacceptable behavior, as outlined in this Code of Conduct. Anyone exhibiting unacceptable behavior is expected to comply immediately when requested by TSF staff, another participant or a law enforcement officer. This may include removal from the in-person and/or virtual event and removal of sponsorship recognition.

Any person participating in and/or sponsoring a TSF event or activity is required to review and agree to TSF's Code of Conduct prior to the event. Full compliance is expected as a condition of participation and/or sponsorship. Any updates and/or changes to TSF's Code of Conduct will be announced on [TSF's website](#).

TSF participants and sponsors are expected to acknowledge and adhere to the following:

- Understand and accept that all TSF-funded events are professional and all appropriate rules of conduct must be upheld;

- Embrace an attitude of respect, consideration and inclusivity for all in attendance or associated with a TSF-sponsored event and conduct oneself accordingly in actions and any and all communications prior to, during and following a TSF event;
- Understand that diversity includes a wide range of thoughts, ideas and opinions, and that one may perceive and interpret a comment, action and/or advance as disrespectful;
- Refrain from unwelcomed, non-consensual physical contact or gestures, sexual advances or propositions; bullying; inappropriate comments or visual displays; and threatening adverse employment action if sexual favors are not granted;
- Immediately cease expressing sexual interest and/or inappropriate behavior as outlined in this Code of Conduct after being informed, verbally or digitally, that the interest is unwelcome;
- Refrain from making inappropriate jokes, teasing, using epithets or slurs, in person or through various channels of digital communication, such as displaying or distributing sexually suggestive or otherwise inappropriate pictures or objects. This includes, but is not limited to, nude/sexual images and content via media postings, messaging, presentations and personal devices;
- Avoid making intimidating, threatening, abusive, derogatory or demeaning conduct or commentary in person or digitally;
- Never engage in any physical stalking or bullying (written, verbal or cyberbullying);

## Reporting

If any participant and/or sponsor of a TSF event/activity experiences or witnesses any unacceptable behavior or behavior in violation of this Code of Conduct, they should contact TSF's Executive Director immediately. This may be done in writing (including digital communications), in person or on the phone.

Please provide the following in the report:

- Name, organization and contact information of the person reporting the incident
- Name and organization (if known) of the person exhibiting the unacceptable behavior
- Date and location of incident and frequency of behavior
- Brief description of the incident; please indicate if it was targeted at a specific individual(s)



- Names of witnesses or other individuals involved, if any
- Screenshots or communications that illustrate the behavior, if applicable

All reports will be handled confidentially, to the extent permitted by law. If, at an event, a person witnesses suspicious activity that may constitute a crime or serious public threat, please call 911 or law enforcement (if outside the U.S.) immediately. TSF is required to report any criminal acts to the appropriate authorities for investigation.

All reports will be evaluated by the following: TSF Executive Director; President of TSF's Board of Directors; and any other entity as chosen by TSF to provide key perspectives to the incident.

If the evaluation results in a substantiated finding, the offender may be expelled from TSF events and communications and possible temporary or permanent termination of future participation in TSF-funded events. Any TSF decision in these matters is considered final. Only those involved in the incident will receive a report of TSF's findings; no public statement about a violation will be made, except when required by law.

