

Code of Conduct

This Code of Conduct applies to all spaces both physical and digital, including but not limited to: hosted events, activities, webinars, online communities, and the US Chapter of the Specialty Coffee Association (“US Chapter” or “the US Chapter”) social media accounts.

All people who attend or interact with US Chapter spaces, including, but not limited to: attendees, speakers, sponsors, hosts, volunteers, competitors, and coaches, are required to agree with the following Code of Conduct. Organizers will enforce this code throughout events and activities. We expect cooperation from all participants to help ensure a safe environment for everybody.

Mission & Values

Our chapter advocates for and helps the US Coffee Community to create awareness of, communicate about, and support local and regional events and education that provide value to both members and non-members.

We are diverse, inclusive, and committed to being anti-racist. We remove barriers to participation, advocate for innovative content, and improve approachability, accessibility, and connection to resources.

Compliance with Law

Organizers, attendees, and participants alike agree to abide by the national, local, and laws with the jurisdiction of any space and event taking place and take full responsibility for any violations and report them to the appropriate organizer's office immediately.

Respect

Every person taking part in a US Chapter event or US Chapter-sanctioned event is expected to show the utmost respect for everyone. We will not allow for any kind of discriminatory behavior, harassment, or victimization.

Harassment includes:

- Offensive comments related to gender, gender identity and expression, sexual orientation, disability, mental illness, neuro(a)typicality, physical appearance, body size, age, race, religion, class, immigration or citizenship status, employment status, level of education, or legal history.

- Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment.
- Deliberate misgendering or use of 'dead' or rejected names.
- Gratuitous or off-topic sexual images or behavior in spaces where they're not appropriate.
- Physical contact and simulated physical contact (eg, textual descriptions like “*hug*” or “*backrub*”) without consent or after a request to stop.
- Threats of violence.
- Incitement of violence towards any individual, including encouraging a person to commit suicide or to engage in self-harm.
- Deliberate intimidation.
- Stalking or following.
- Harassing photography or recording, including logging online activity for harassment purposes.
- Sustained disruption of discussion.
- Unwelcome sexual attention.
- A pattern of inappropriate social contact, such as requesting/assuming inappropriate levels of intimacy with others
- Continued one-on-one communication after requests to cease.
- Threats of “outing” of any aspect of a person's identity, legal history, citizenship, or employment status without their consent except as necessary to protect vulnerable people from intentional abuse.
- Deliberate “outing” of any aspect of a person's identity, legal history, citizenship, or employment status without their consent except as necessary to protect vulnerable people from intentional abuse.
- Publication of non-harassing private communication.

The US Chapter prioritizes marginalized people's safety over privileged people's comfort and reserves the right not to act on complaints regarding:

- 'Reverse' -isms, including 'reverse racism,' 'reverse sexism,' 'cisphobia,' and 'reverse classism.'
- Reasonable communication of boundaries, such as “leave me alone,” “go away,” or “I'm not discussing this with you.”
- Communicating in a 'tone' you don't find congenial
- Criticizing racist, sexist, cissexist, classist, or otherwise oppressive behavior or assumptions.

Reporting Violations of Code of Conduct

You may report an incident by either:

- Contact email: uschapter@sca.coffee
- Completing an anonymous online Incident Reporting Form
- Communicating it to chapter leadership or SCA staff, or in the case of a US Chapter sanctioned event, those empowered by the US Chapter leadership

Reports of a Code of Conduct violation will be reviewed by either the US Chapter Code of Conduct team or people empowered by the US Chapter in accordance with the Code of Conduct and the US Chapter's Core Values. Anyone who believes they have witnessed or experienced harassment or any other violation of the Code of Conduct is encouraged to promptly report the incident(s) to the National Coordinator or Code of Conduct Review team.

The US Chapter will make every effort to preserve the confidentiality of those involved where possible. There will be no acceptable circumstance where any person who has made a report in good faith or has participated in its investigation, be subject to any form of retaliation, retribution, or reprisal by the US Chapter or any of its members.

Consequences of Code of Conduct Violations

Any person who has violated the Code of Conduct may be barred from US Chapter events, sanctioned events, or spaces for a specific amount of time, to be outlined at the discretion of the complaint review committee.