



## Code of Conduct

WiIT Cincy and INTERalliance of Greater Cincinnati are community-based nonprofits dedicated to dramatically growing and diversifying the IT talent pipeline by designing and delivering innovative technology programs, in partnership with businesses, high schools, and universities. Participation in the organization's programs is subject to the observance of the organization's rules and procedures. *The activities outlined below are strictly prohibited.* Any participant or staff member who violates this Code is subject to discipline, up to and including removal from the program and/or banned from future WiIT Cincy / INTERalliance engagements.

- Abusive language towards a staff member, volunteer or another participant.
- Possession or use of alcoholic beverages or illegal drugs on INTERalliance of Greater Cincinnati's property or property of an INTERalliance hosted event reporting to the program while under the influence of drugs or alcohol.
- Bringing onto INTERalliance of Greater Cincinnati's property or property of an WiIT Cincy / INTERalliance hosted event dangerous or unauthorized materials such as explosives, firearms, weapons or other similar items.
- Discourtesy or rudeness to a fellow participant, staff member or volunteer.
- Verbal, physical or visual harassment of another participant, staff member or volunteer.
- Actual or threatened violence toward any individual or group.
- Conduct endangering the life, safety, health or well-being of others.
- Failure to follow any agency policy or procedure.
- Bullying or taking unfair advantage of any participant.
- Failing to cooperate with an adult supervisor/leader/mentor.
- Breaking the law of any type during an WiIT Cincy / INTERalliance sponsored event or engagement