



Code of Conduct

Seamless Bay Area (SBA) is a collaborative and diverse organization. We understand we must work closely together to achieve our mission. Our vision and culture is strengthened by the diversity of our origins, training and experience. This Code of Conduct is intended to uplift this diversity, build mutual respect and trust, facilitate dialogue, and help us all to get along.

As a member of the SBA community, you affirm that:

- I take seriously and share in a collective responsibility to provide a safe, productive and inclusive working environment - whether in person, remote, or in a community setting - for our board members, employees, contractors, and volunteers.
- I commit to kind and respectful treatment of other members of the SBA community and the public, in any forum, private or public.
- I am committed to constructive, positive engagement with the SBA mission and community, and will not disrupt or obstruct our mission or the productive work of our community.
- I acknowledge that SBA has zero tolerance for violence, and for any sexual, verbal, or physical harassment, bullying and any kind of discrimination based on a personal trait. Personal traits might include gender and gender identity, race, ethnicity, age, sexual orientation, disability, faith, or any other aspect of our beings, or any other characteristic protected by law.
- I will not harm anyone in any way, whether through harassment, physical or verbal violence or any other harmful action.
- I commit to ethical behavior as a participant in the SBA community. This includes being honest about any conflicts of interest; never leveraging my participation in the community for personal gain; and respecting and protecting confidential information I receive.
- I recognize that this Code of Conduct and the Integrity Policy apply whenever and wherever I represent SBA, or participate in a SBA activity.
- I have the right -- or if you are a staff or board member, an obligation -- to report any perceived violation of our Integrity Policy or this Code of Conduct, to our Integrity Officer, our Executive Director, or the Chair of the SBA Board.

All reported violations of the Integrity Policy or this Code of Conduct will be taken seriously, and immediately investigated. If the violation is upheld, the person of concern will receive appropriate sanction, up to and including removal from their position at SBA, or exclusion from the SBA community.

Both the Integrity Policy and the Code of Conduct are living documents and will be reviewed and revised regularly by SBA.

More information on our standards and processes can be found in the [SBA Integrity Policy](#).