

**Precast/Prestressed Concrete Institute (PCI)
Code of Conduct
Approved by PCI Board of Directors March 2, 2019**

PCI holds itself to the highest of standards as an organization that is dedicated to the construction and installation of precast/prestressed concrete. As part of that charge, PCI is dedicated to providing a friendly, safe, supportive, and harassment-free environment for all participants and staff, regardless of gender, age, sexual orientation, gender identity, gender expression, disability, physical appearance, body size, race, ethnicity, religion, or other group identity. Thus, PCI strives to exemplify the highest ideals and principles to most effectively facilitate the working collaboration of its members. The concepts within this Code of Conduct are for the benefit of PCI members, nonmembers, and others in the diverse public arenas in which we serve.

This Code of Conduct outlines PCI's expectations for all attendees and participants, including all members, guests of members, speakers, vendors, media representatives, commentators, exhibitors, sponsors, staff, and volunteers. By registering for, volunteering at, or attending a PCI event or activity, whether in person or virtually, attendees have implicitly agreed to follow this Code of Conduct. This Code of Conduct also applies when volunteers are representing PCI on PCI business.

Code of Conduct

Participants shall communicate professionally and constructively, whether in person or virtually, and in a manner that treats all persons with dignity, respect, and fairness.

Participants shall in good faith include and encourage diverse perspectives during the planning, operations, and performance of PCI events and activities.

Participants shall not bring alcohol or controlled substances into PCI-sponsored events, and those who are not of legal age shall not consume alcohol at these events. Alcohol at PCI events will only be distributed by commercial hosts following local and state statutes, which may include limiting consumption. PCI strongly discourages excessive alcohol consumption at any point during events, as that behavior may lead to impaired decision-making.

PCI meeting and event participants shall not engage in in any form of harassment of or discrimination against other attendees, participants, members, or staff. Harassment includes but is not limited to offensive verbal or written comments and negative or aggressive behavior, in either real or virtual space, related to or based on gender, age, sexual orientation, gender identity, gender expression, disability, physical appearance, body size, race, ethnicity, religion, or other group identity. Harassment also includes deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, and unwelcome physical contact or sexual attention.

PCI shall carry out the appropriate course of action if an attendee or participant, in either real or virtual space, violates the Code of Conduct. The offender may receive a warning, expulsion from the event with no refund, banishment from future PCI events and activities, and/or loss of individual membership. Additionally, for organization member staff, PCI reserves the right to inform the offender's employer and/or relevant authorities of violations of the Code of Conduct.

What You Can Do

If you are aware of a violation of the Code of Conduct or have any other concerns about an individual's conduct, please contact the PCI President, PCI Chief Finance and Administrative Officer, or other trusted PCI staff member. Your concerns shall be treated confidentially and, whenever possible, you shall remain anonymous. A copy of the PCI Code of Conduct and report form can be found on the PCI website.

Free and open competition results in the most efficient allocation of goods to the greatest number of people at the lowest cost. Antitrust laws were enacted to ensure that vigorous competition exists in the American economy. It is in the interest of PCI and its Members to comply with Antitrust laws at all times.



CODE OF CONDUCT REPORT FORM

You may report anonymously or elect to furnish contact information below. Please furnish as much detail as possible so the situation can be thoroughly reviewed and investigated. All information will be held in strict confidence.

Please submit this completed form to conduct@pci.org

Description of the suspected violation or concerns (Add Pages if Needed):

Name (s) of Person(s), Department(s) and/or Location (s) involved:

Contact information (optional)

Name	
Phone/E-mail Address	
Signature	
Date	