

## Equity Portal Forum Code of Conduct

### **Professionalism**

All members are expected to maintain the highest level of professionalism in their interactions. Posts should be constructive, respectful, and based on evidence. Personal attacks, insults, or derogatory comments are strictly prohibited.

### **Respect for Diversity and Inclusion**

Members must respect the diversity of participants and cultures in our community. We do not tolerate discrimination or harassment based on characteristics such as race, gender, sexual orientation, religion, disability, age, or national origin.

### **Confidentiality and Privacy**

Respect for privacy is paramount. Do not share sensitive, personal, or confidential information about individuals or organizations. This includes any form of “doxing” or invasion of privacy or sharing of personal information.

### **Intellectual Property**

Members should respect all forms of intellectual property. Ensure that all content shared respects copyrights, trademarks, and other legal rights. Plagiarism is strictly prohibited.

### **Evidence-based Discussions**

Members should strive to base discussions on public health evidence. Misinformation, disinformation, or promotion of unproven theories or treatments is not permitted.

### **Non-commercial/Non-promotional**

The Forums are not platforms for commercial promotion or personal gain. Members may not post promotional material, solicit business, or post links to their own or other’s commercial activities.

### **Reporting Violations**

Members who witness or experience conduct that they believe violates this code of conduct are encouraged to report it to the Forum moderators or administrators. All reports will be reviewed and addressed promptly and impartially. Please email [EquityPortalSupport@cdph.ca.gov](mailto:EquityPortalSupport@cdph.ca.gov) with any suspected violations you want to report.

### **Consequences of Violations**

Violations of this code of conduct may result in actions ranging from a warning to expulsion from the Forum, depending on the severity of the infraction. In some cases, violations may also be reported to the relevant professional authority, including law enforcement.

## Equity Portal Forum Participant Guidelines

## Encouraged Forum Participation

- Offering of recommendations, ideas, suggestions that strive towards shared goals;
- Sharing of resources, webinars, conferences, and other educational, public events and announcements;
- Answering one another's questions;
- Respectful, supportive dialogue, including constructive criticism;
- Collaborating openly on ideas and topics; and
- Asking moderators for help and offer moderators feedback;
  - Email [EquityPortalSupport@cdph.ca.gov](mailto:EquityPortalSupport@cdph.ca.gov) if you have anything you need to report or raise awareness about in the Equity Portal

## Unwelcome Forum Participation

- No self-promotion or spamming;
- No unsolicited marketing or advertising;
- No discriminatory behavior (e.g., racist or sexist comments, slurs);
- No profanity, threatening language, or harassment;
- No sharing of non-professional, explicit, or inappropriate material;
- No discussion of illegal activities;
- No sharing of anyone's personal or private information, including data with personal identifiers or personal contact information; and
- Any posts with obscenity, defamation, fraud, incitement, fighting words, and speech integral to criminal conduct

## CDPH Disclaimer

The view expressed in the Equity Portal Forums are the views of the posters only and do not represent the views of the California Department of Public Health (CDPH). CDPH makes no warranty, guarantee, or representation as to the accuracy or sufficiency of the information posted on the Equity Portal Forums. CDPH does not endorse, approve, recommend, or certify any information, advice, guidance, product, process, service or organization presented or mentioned on the Forum. Additionally, CDPH reserves the right to moderate, redact, edit, and possibly delete any posts with language that include obscenity, defamation, fraud, incitement, fighting words, and speech integral to criminal conduct or that are harmful or otherwise violate the code of conduct that all participants must agree to as a contingency of their participation.