



Conservation Federation of Missouri

728 West Main Street ♦ Jefferson City MO 65101-1559

573-634-2322 ♦ 800-575-2322 ♦ 573-634-8205 (fax)

Zach Morris
President

Tyler Schwartze
Executive Director

CFM Social Media Policy

Conservation Federation of Missouri's (CFM) social media profiles are open forums where anyone with an interest in conservation and the outdoors can share information, ask advice or express responsible, respectful opinions. This policy also covers groups and pages administered by CFM, including but not limited to: CFM Young Professionals, Missouri Collegiate Conservation Alliance, and the Conservation Leadership Corps.

To ensure those pages remain a place where everyone feels welcome, we have a few rules.

We will remove comments that contain the following:

- Obscene, rude, vulgar, profane, violent, hateful, or racist language
- Threats or defamatory statements
- Personal attacks or insults
- Advertisements or solicitations of any kind
- Comments that suggest or encourage illegal activity
- Off-topic or repetitive posts
- Personal information, including, but not limited to addresses and telephone numbers.
- Outdated, inaccurate, or misleading information

Links to noncommercial sites relevant to Missouri conservation are welcome. We reserve the right to delete comments that violate these few simple rules and to ban users for flagrant or repeat violations of our comment policy.

Our social media platforms include, but are not limited to: Facebook, Instagram, YouTube, and Twitter.

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CFM Virtual Event Policy

CFM is committed to providing a safe, productive, and welcoming environment for all meeting participants and CFM staff. All participants, including, but not limited to, attendees, speakers, volunteers, exhibitors, CFM staff members, service providers, and all others are expected to abide by this Virtual Event Policy. This policy applies to all CFM meeting-related events, including those sponsored by organizations other than CFM but held in conjunction with CFM events, on public or private platforms.

CFM has zero-tolerance for any form of discrimination or harassment by participants or staff at our meetings. If you experience harassment or hear of any incidents of unacceptable behavior, CFM asks that you inform either Micaela Haymaker, Director of Operations, at mhaymaker@confedmo.org or 573-634-2322 ext. 101, or Nick Darling, Education and Communications Coordinator, at ndarling@confedmo.org or 573-634-2322 ext. 103, so we can take the appropriate action.

Unacceptable Behavior is defined as:

- Harassment, intimidation, or discrimination in any form.
- Abuse of any attendee, speaker, volunteer, exhibitor, CFM staff member, service provider, or other meeting guest.
 - Examples of communicated abuse include, but are not limited to, verbal or written comments or gestures relating to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, inappropriate use of nudity and/or sexual images in public spaces or in presentations, or threatening or stalking any attendee, speaker, volunteer, exhibitor, CFM staff member, service provider, or other meeting guest.

In addition, participants are asked to adhere to the following rules:

- The recording or transmissions of any education sessions, presentations, demos, videos, or content in any format is strictly prohibited.
- Disruption of presentations during sessions, in the exhibit hall, or at other events organized by CFM throughout the virtual event. All participants must comply with the instructions of the moderator and any CFM virtual event staff.

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- Presentations, postings, and messages should not contain promotional materials, special offers, job offers, product announcements, or solicitation for services unless they have been preapproved by CFM. CFM reserves the right to remove such messages and potentially ban sources of those solicitations.
- Participants should not copy or take screenshots of Q&A or any chat room activity that takes place in the virtual space.

CFM reserves the right to take any action deemed necessary and appropriate, including immediate removal from the meeting without warning or refund, in response to any incident of unacceptable behavior, and CFM reserves the right to prohibit attendance at any future meeting, virtually or in person.

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