CalBEM 2026

Code of Conduct

The purpose of California Building Energy Modeling (CalBEM) activity is to empower California's building energy modeling community to identify, explore, and prioritize the challenges they share, and then support solutions to those challenges to promote low-carbon buildings.

The CalBEM Symposium is committed to providing a welcoming, collaborative, and productive environment where all attendees can feel safe and bring value. This Code of Conduct establishes expectations and guidance for attendees to ensure a professional and respectful Symposium experience for all.

As a participant in this CalBEM Symposium event, you agree to the following:

- Respect & Professionalism
    - Attendees are expected to show respect and behave in a professional manner towards fellow attendees, speakers, staff, and personnel. Any form of disrespectful behavior, including but not limited to, discrimination, offensive language, and harassment will not be tolerated.
- Collaboration and Dialogue
    - The Symposium is a forum for attendees to engage and collaborate in thoughtful and solution-oriented discussions. Attendees are encouraged to share insights and ideas freely while being open to learning from others.
    - When giving or receiving constructive feedback, attendees will strive to not assume intent and to communicate transparently about their hopes and fears. Attendees will work to not make it personal, to listen with empathy, and think outside their forte in a manner that supports innovation and a healthy dialogue.
- Inclusivity and Diversity
    - The CalBEM Symposium is committed to an environment in which all individuals are treated with respect and dignity. All Symposium attendees have something to offer and are expected to promote inclusion, ensuring equitable participation for all, regardless of race, appearance, religion, sexual orientation, gender identity or expression, age, disability, national origin, or level of experience.
- Confidentiality and Privacy
    - Attendees shall maintain the confidentiality of sensitive and proprietary information shared at the Symposium. When such information is shared, it will be verbally and visually indicated as confidential.
    - Attendees should not use personal recording devices (video or audio) or AI note-taking or transcriptions tools during the symposium presentations. Videos of presentations are shared, with the presenter's permission, on the CalBEM YouTube channel (https://www.youtube.com/@calbem) and sent out after the

event with breakout session notes. Slides and notes taken by the CalBEM team are distributed to attendees after the event, or otherwise can be requested from info@calbem.org. Transcriptions of meetings may be taken for internal reference but will not be shared outside of the CalBEM Collaborative group unless otherwise noted in the meeting.
    - Any notes taken by attendees should not be shared and are to be used for personal reference only.
- Safety and Security
    - Safety is a top priority for all attendees. Attendees shall follow all health, safety, and security protocols provided by the Symposium organizers and report any concerns to personnel immediately.
- Non-solicitation
    - Attendees shall not use the Symposium to solicit, market, or sell products or services to other attendees.
- Reporting Concerns
    - Symposium organizers encourage prompt reporting of all perceived incidents. All reports will be handled confidentially throughout the investigation process and with appropriate corrective action.
    - Violations of the Code of Conduct may result in removal from the Symposium or exclusion from CalBEM activities.
    - Concerns and experiences can be reported to the CalBEM team in the following ways:
        - in person, please alert Carrie Hillen, Maya Gantley, Elise Wall, Josh Dean, or Ryan McFadyen;
        - by email, info@calbem.org, which is monitored during events; or
        - in the post-Symposium survey.

By adhering to this Code of Conduct, all CalBEM Symposium attendees help create an environment that fosters collaboration, learning, and the best possible progress in the field of building energy modeling.