



# DE&I Committee Online Forum

## Engagement Rules for American Clean Power DE&I Committee Online Forum

### General Information

The American Clean Power DE&I Committee Online Forum (referred to in this document as the “Forum”) is an online community provided and supported by the association, American Clean Power (“ACP”), through the LinkedIn platform. The purpose of the Forum is to enable ACP members to share resources and knowledge in addition to providing opportunities for networking and support. By joining or participating in the Forum, you agree that you have read and will follow the rules, terms and conditions set forth below in these Engagement Rules (these “Rules”).

The Forum is a member benefit provided by ACP in furtherance of its mission and has been established to enable members to network, seek advice, encourage the free exchange of ideas, and promote professional development. The Forum is available to ACP members for educational and informational purposes only. ACP is not responsible for the opinions and information posted on the Forum and disclaims all representations and warranties with regard to information posted on the Forum, whether by ACP or its members.

In no event shall ACP be liable for any direct, indirect, incidental, special, consequential or exemplary damages, including but not limited to, damages for loss of use, goodwill, data, or profits, arising out of or in connection with the use of the Forum (including the use of or reliance on any information shared on the Forum).

ACP may change these Rules at any time and users are responsible for regularly reviewing them. Your continued use of the Forum constitutes your agreement to these Rules. In addition to these Rules, there may be other agreements, terms, policies, rules, and processes that apply to the access and use of the Forum, including any LinkedIn terms of use, ACP member policies, or any membership agreement between you and ACP (collectively, the “Forum Policies”). You agree to comply with all applicable Forum Policies.

**Any questions or concerns regarding the Forum can be directed to the Forum Manager at [Forummanager@Cleanpower.org](mailto:Forummanager@Cleanpower.org).**

### Rules of Engagement

**When you use the Forum, you agree to comply with the following rules:**

- Treat all users and colleagues fairly and equally. Stimulate conversation, be respectful of others’ views, and refrain from personal attacks.
- All defamatory, abusive, profane, threatening, offensive, or illegal material is strictly prohibited.
- Respect the intellectual property rights of others. Do not plagiarize work, and give credit to the originators of ideas.
- Do not upload content you don’t own or have permission to use without providing appropriate credit and attribution.



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- Do not copy, share, or export any information shared or posted within the Forum, including names of the members within the Forum.
- Do not post or share anyone's private, personal information. Do not disclose any confidential, proprietary, or sensitive business information.
- Avoid posting administrative messages in the Forum, such as 'remove me from the list' or questions about the operation of the Forum. Administrative messages should be emailed directly to the Forum Manager.
- Do not post advertisements or promotions for the sale of products or services.
- Do not use the Forum for any purpose that may violate the Forum policies or applicable laws. For example, the Forum may not be used to solicit or disseminate information having to do with, or to conduct any activity relating to, illegal drugs, pornography, gambling, spreading computer viruses, software infringement, trafficking in credit card codes, price-fixing, illegal boycotts, or other crimes.

### Policy for Forum Violations

ACP does not actively monitor the Forum for inappropriate postings, and does not on its own undertake editorial control of postings. However, in the event that any questionable discussion forum posting is brought to ACP's attention, ACP will evaluate the post in accordance with these Rules and take any action that it determines appropriate in its sole discretion. ACP may require, in its sole discretion, for certain postings to be pre-approved by ACP prior to publication on the Forum.

Members may request an evaluation of the appropriateness of a post through the "flagging" process available on LinkedIn. If a member believes a post is inappropriate, they can report the post using the "Report Post" button next to the post. Additionally, members may report a potential violation concern to the Forum Manager on a confidential basis.

When you are unsure whether the content you would like to post is consistent with these Rules, please err on the side of caution and do not post the content in the Forum. If there are any questions on what content is appropriate to post, please contact the Forum Manager.

In order to preserve a climate that encourages both civil and fruitful dialogue, ACP reserves the right to take any of the following actions with respect to any member who violates these Rules:

- Remove the relevant posting.
- Suspend a member's account and/or a member's access to ACP's online resources with or without warning.
- Issue a written warning via email or private message that explains the violation that may have occurred.
- Remove the member from the DE&I Committee and/or remove the member from other ACP committee(s).



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- Suspend or terminate the membership of anyone who violates these Rules with or without warning.

A member may appeal the user's account removal from the Forum or other disciplinary actions by contacting the Forum Manager in writing via email. The appeal will be reviewed, and a final decision of the appeal will be presented via email.

Appeals should include the following pieces of information:

1. First name
2. Last name
3. Email address
4. Phone number
5. Full disclosure of any previous violations
6. Why you feel the disciplinary action should be overturned, include any relevant or supporting evidence.