



Event Code of Conduct

Purpose

We believe our events should be truly open for everyone. As such, we are committed to providing a friendly, safe and welcoming environment for all, regardless of gender, sexual orientation, age, disability, race, ethnicity, or religion.

This code of conduct outlines our expectations for participant behaviour at our events, as well as the consequences for unacceptable behaviour.

We expect all sponsors, speakers, attendees, media, exhibitors and other participants to help us realise a safe and positive event experience for everyone.

We do not tolerate unacceptable behaviour during any parts of our events, including conferences, talks, workshops, social events, and online media. All determinations of appropriate or inappropriate behaviour are in CIVICUS' sole discretion and the decision(s) of the CIVICUS organisers will be final.

Expected behaviour includes, but is not limited to:

- Be considerate, respectful, and collaborative.
- Refrain from demeaning, discriminatory or harassing behaviour, materials and speech.
- Be mindful of your surroundings and of your fellow participants. Alert event organisers if you notice a potentially unacceptable situation or someone in distress.

Unacceptable behaviours & materials include: intimidating, harassing, abusive, discriminatory, derogatory, inciting or demeaning materials or conduct by any attendees of the event and related event activities. Many event venues are shared with members of the public; please be respectful to all patrons of these locations.

- Harassment includes: offensive comments (verbal, written, or otherwise) related to gender, sexual orientation, race, religion, disability; inappropriate use of nudity and/or sexual images in public spaces (including presentation slides); deliberate intimidation, stalking or following; harassing materials, photography or recording; sustained disruption of talks or other events (whether verbal or otherwise); inappropriate physical contact, and unwelcome sexual attention.
- Physical, written, verbal or other abuse, intimidation, threats, annoyance, harassment, stalking, pushing, shoving or use of any physical force whatsoever against any person, which in any way creates a disturbance that is disruptive or dangerous, or creates apprehension in a person, as determined by CIVICUS and event organisers, in their sole discretion.
- Possession of any item that can be used as a weapon, which may cause danger to others if used in a certain manner.
- Any boisterous, lewd or offensive behaviour or language, including but not limited to using sexually explicit or offensive language, materials or conduct, or any language, behaviour or content that contains profanity, obscene gestures, or racial, religious or ethnic slurs.

- Failure to obey any rules or regulations of the Venue.

Consequences of unacceptable behaviour

- Unacceptable behaviour will not be tolerated whether by other attendees, media, speakers, volunteers, organizers, venue staff, sponsors, or exhibitors.
- Anyone asked to stop unacceptable behaviour is expected to comply immediately.
- If a participant engages in unacceptable behaviour, the event organisers may take any action they deem appropriate, up to and including expulsion from the event without warning or refund.

What to do if you witness or are subjected to unacceptable behaviour:

- If you are subjected to unacceptable behaviour, notice that someone else is being subjected to unacceptable behaviour, or have any other concerns, please notify an event organiser as soon as possible. All reports will remain completely confidential.
- Event Staff will be available to help participants contact venue security or local law enforcement, to provide escorts, or to otherwise assist those experiencing unacceptable behaviour to feel safe for the duration of the event. You can report unacceptable behaviour to any member of CIVICUS staff directly or through CIVICUS event volunteers.

Scope

We expect all event participants (staff, sponsors, volunteers, speakers, attendees, and other guests) to abide by this code of conduct at all event venues and event-related social events