

Code of conduct

Essential elements:

Expected behaviors:

- Respect for all people
- Inclusive language
- Welcoming attitude
- Constructive feedback
- Consent before physical contact
- Confidentiality of personal info

Unacceptable behaviors:

- Harassment in any form
- Discriminatory language or actions
- Intimidation or threats
- Unwelcome sexual attention
- Sustained disruption
- Retaliation against reporters

Reporting process:

- Clear contact person
- Multiple reporting channels
- Anonymous option available
- Timely response promised
- Confidentiality (with limits)

Consequences:

- Warning
- Removal from event
- Ban from future events
- Reporting to authorities if criminal

Distribution:

- In registration materials
- Posted visibly at venue
- Referenced in opening remarks
- Included on website