

## EEA EVENT - CODE OF CONDUCT

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The EEA values the free exchange of ideas and respectful debate, and we understand our responsibilities in ensuring that our community supports these values.

We have therefore committed to providing a harassment-free experience for participants at our hosted and sponsored events.

### **Harassment and hostile behaviour not welcome at any EEA event.**

This includes speech or behaviour (including in public presentations and online discourse) that intimidates, creates discomfort, or interferes with a person's participation or opportunity for participation in the event.

We aim for our events to be an environment where harassment in any form does not happen, including but not limited to harassment based on: Race, Gender, Religion, Age, Colour, National Origin, Ancestry, Disability, Sexual Orientation, or Gender Identity.

Harassment includes but is not limited to:

- Verbal comments that reinforce social dominance [related to Gender, Gender Identity and Expression, Sexual Orientation, Disability, Physical Appearance, Body Size, Race, Age, Religion, etc.].
- Sexual images in public spaces.
- Deliberate intimidation, stalking, or following; harassing photography or recording.
- Sustained disruption of talks or other events.
- Inappropriate physical contact; unwelcome sexual attention.
- Offensive comments, questions or posts made on event engagement technology or other online media platforms.
- Advocating for or encouraging any of the above behaviour.

It is the responsibility of us all to promote an inclusive and positive environment for our activities.

Any participant who experiences harassment or unwelcome behaviour may contact any current member of the EEA Team or contact the registration desk of the event.

Please be assured that if you approach us, your concerns will be kept in strict confidence, and we will consult with you on any actions taken.

## IMPLEMENTATION

This policy shall be posted prominently on all event webpages, with a notice of a list of people who can be contacted by event participants with concerns.

In case of a formal complaint, an EEA representative(s) will first speak to all parties involved to try to resolve the issue – without presupposition of guilt.

Any attendee that is deemed to be violating the code of conduct may be sanctioned or expelled from the event.

For EEA sponsored events, a condition of sponsorship is that event organisers develop and adopt a similar code of conduct or harassment policy, post that policy prominently on event websites, and provide contact details for the event attendees in case of complaint.