



Before we start, you are all great, fine people who do an amazing job communicating the world's science to your audiences. You are dedicated, creative, professional and inspirational. We know that.

This code of conduct is just here so that everyone can feel safe and cool and get on with what they want to get out of the conference. So, all attendees, speakers, sponsors and volunteers at our conference are required to agree with the following code. Organisers will enforce this code throughout the event. We expect cooperation from all participants to help ensure a safe environment for everybody.

#### The Quick Version

Our conference is dedicated to providing a harassment-free conference experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack thereof), or technology choices. We do not tolerate harassment of conference participants in any form. Sexual language and imagery is not appropriate for any conference venue, including talks, workshops, parties, Twitter and other online media. Conference participants violating these rules may be sanctioned or expelled from the conference without a refund at the discretion of the conference organisers.

#### The Less Quick Version

Harassment includes offensive verbal comments related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion, technology choices, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical gestures, and unwelcome sexual attention. Participants asked to stop any harassing behavior are expected to comply immediately. Sponsors are also subject to the anti-harassment policy. In particular, sponsors should not use sexualised images, activities, or other material. Virtual Booth staff (including volunteers) should not use sexualised clothing/uniforms/costumes, or otherwise create a sexualised environment. If a participant engages in harassing behavior, the conference organisers may take any action they deem appropriate, including warning the offender or expulsion from the conference with no refund. If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of conference staff immediately. We expect participants to follow these rules at conference and workshop venues and conference-related social events.

Thank you for your understanding and cooperation!