

## CODE OF CONDUCT

Everyone joining iCEEfest: UPGRADE 100 should feel welcome and safe. That's why we'd like you to read our code of conduct, so you know what's expected from all our attendees.

We open our doors to everyone, regardless of gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, or religion (or lack thereof).

Harassment or bullying in any form have no place at our events. We do not tolerate harassment of event participants in any form and we expect all participants to conduct themselves in a professional and appropriate manner. Conference participants violating these rules may be sanctioned or expelled from the conference, without a refund, at the discretion of the conference organizers.

Speaking your mind is appreciated and encouraged, but don't forget to listen to each other too. At TNW Events you're encouraged to debate, have discussions and to build upon each other's insights, knowledge, and experience. But don't make things personal – it's not relevant to a healthy discourse.

All forms of harassment or bullying are unacceptable at TNW Events or any of our side events, including offensive verbal comments, sexual images in public spaces, deliberate intimidation, stalking, following, intrusive photography or recording, sustained disruption of talks or other events, inappropriate physical contact, or unwelcome sexual attention. Harassment includes verbal comments that reinforce social structures of domination related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

Participants asked to stop any harassing behavior are expected to comply immediately.

Exhibitors in the expo hall, sponsor or vendor booths, or similar activities are also subject to the anti-harassment policy. In particular, exhibitors should not use sexualized images, activities, or other material. Booth staff (including volunteers) should not use sexualized clothing / uniforms / costumes, or otherwise create a sexualized environment.

Participants that are asked to stop any bad behavior are expected to do so immediately. If a fair warning doesn't help, violation of this code will lead to expulsion from the event without a refund. This goes for everyone at the conference, including participants, speakers, organizers, and partners.

If you ever feel that anyone is crossing any boundaries (towards yourself or others), please contact a member of events staff. We have volunteers on site, many of whom are women and are clearly identifiable by their volunteer t-shirts. They have been briefed to immediately escalate incidents to their team leads, who will in turn escalate to the venue coordinator, who will then liaise with medical or security staff, or Police, where required.

Additionally, there are easily identifiable security staff, throughout the venue, who are professionally trained according to best practices for events of this size and nature.