

CODE OF CONDUCT

To provide all participants – members and other attendees, speakers, exhibitors, staff and volunteers – the opportunity to benefit from the event, we are dedicated to a positive, safe and harassment-free conference experience in which diverse participants learn, network and enjoy the company of colleagues in an environment of mutual human respect. We recognize a shared responsibility to create and hold that environment for the benefit of all. Harassment of any kind, therefore, is specifically prohibited.

Harassment is any verbal or non-verbal behavior that threatens, demeans, or insults a person or group; that creates an intimidating or hostile environment; or that reinforces social structures of domination related to actual or perceived gender, gender identity or expression, sexual orientation, race, ethnic or social origin, religion, migration status, ability, physical appearance, body size, age or other status.

Examples of harassing behavior include:

- commenting on a person's body or physical appearance whether positive or negative
- asking for a date
- inappropriate physical contact
- touching someone without their consent
- unwelcome sexual attention
- acting in a way that makes another feel intimidated or threatened
- use of slurs or degrading, offensive or belittling comments
- displaying sexual images in public spaces
- stalking or following
- harassing photography or recording
- sustained disruption of talks or other events

Speakers are asked to frame discussions as openly and inclusively as possible and to be aware of how language or images may be perceived by others, especially given the international aspect of this organization.

All participants are expected to observe these rules and behaviors in all conference venues, including online venues, and at conference social events including meals and happy hours. Conference participants seek to learn, network and have fun. Please do so responsibly and with respect for the right of others to do the same.

Participants asked to stop hostile or harassing behavior are expected to comply immediately. Participants violating these rules may be sanctioned or expelled from the conference without a refund at the discretion of the organizers. Severe violations may result in being barred from engaging with the organization in the future.

If you are being harassed, or you witness harassment, report the incident in person, by emailing, or messaging: Monika Mehta at mmehta@solidaritycenter.org, +12028943067 (whatsapp), Hind Cherrouk at hcherrouk@solidaritycenter.org, or any of the conference organizers (Jeff Vogt, Cassandra Waters, Jacqueline Wamai, Tamar Gabisonia, or Paulo Yamamoto).