

Canberra Innovation Network Event Attendee Code of Conduct Policy

Purpose of the Code of Conduct

This is the code of conduct for events hosted by Canberra Innovation Network. Our goal is to create a welcoming and inclusive environment for people who share our values of tolerance and inclusivity. This code of conduct applies to people in any event setting associated with the Canberra Innovation Network, including but not limited to, First Wednesday Connect, Female Founders, Billion Dollar Panel, Innovation Showcase, workshops, and online webinars.

Event attendees agree to contribute to a positive, comfortable, and inclusive environment at all events. With this in mind, we as a community strive to:

- Be open and friendly with each other;
- Respect each other's boundaries;
- Bring our best selves and our good intentions;
- Proactively educate and raise awareness before incidents happen; and
- Set our ego aside, we are self-aware and respect each other's time.

Event attendees agree to abide by the following code of conduct:

- Show respect towards others at all times, including being considerate, cooperative and collaborative;
- Present and behave in an appropriate professional manner including in dress code, communications, actions etc;
- Take all reasonable steps to ensure own safety, including in relation to the responsible consumption of alcohol;
- Follow the reasonable rules, policies, directions, and other practices required by the Canberra Innovation Network or any venue hosting the Event; and
- Alert security personnel or Canberra Innovation Network staff if a potentially unsafe situation is observed or suspected.

Prohibited behaviour includes any behaviour that is unacceptable or unwelcome, and includes without limitation:

- Harassment whether direct or indirect (words or actions directed at a person that annoys, alarms or causes substantial emotional distress);
- Discrimination whether direct or indirect (treating someone unfairly because of race, colour, sex, sexual preference, age, physical or mental disability, marital status, family responsibilities, pregnancy, religion, political opinion, national extraction or social origin);
- Sexual harassment (unwelcome, uninvited conduct that is offensive from the view of the person harassed, regardless of intent; unwelcome sexual advances, unwelcome request for sexual favours, any other unwelcome conduct of a sexual nature);
- Physical abuse and uninvited physical contact;
- Intimidation, threats (implied or real) of any form whatsoever, as well as verbal abuse including any unwelcome or discriminatory comments in relation to an individual;
- Defamatory comments of any nature;
- Displaying, sharing, sending or discussing inappropriate material e.g. offensive words, images or media in any form whatsoever, suggestive comments or jokes of a sexual nature;
- Disruptive or anti-social behaviour;
- Consumption or possession of illicit drugs;
- Inability or unwillingness to conduct oneself professionally, including as a result of drunken behaviour;
- Any unlawful behaviour of whatsoever nature;
- Any damage to property of whatsoever nature.

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Should any prohibited behaviour be observed, anticipated, suspected or reported, the Canberra Innovation Network may take any reasonable measure that it deems necessary to ensure the safety of others, and/or the maintenance of a professional environment. Such action may include refusal of entry to, or removal of one or more individuals from the Event, and any future activities undertaken by the Canberra Innovation Network, at its sole discretion.

Any prohibited, unwelcome or unprofessional behaviour that is witnessed or suspected, should be reported immediately to a Canberra Innovation Network representative immediately. Confidentiality of the reporting individual will be maintained where it is practical to do so. Reports will be treated seriously and investigated. We strive to protect reporters or targets from retaliation whenever possible. Appropriate action will follow.