



## be<sup>E</sup> Code of Conduct Policy

All attendees, speakers, sponsors, mentors, faculty, staff and volunteers at the be<sup>E</sup> event are required to agree with the following code of conduct. Organisers will enforce this code throughout the event. We expect cooperation from all participants to help ensure a safe environment for everybody.

Harassment includes offensive verbal comments related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, nationality, or religion, sexual images in public spaces, deliberate intimidation, stalking, following, photography or audio/video recording against reasonable consent, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

Participants asked to stop any harassing behaviour 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. Booth staff (including volunteers) should not use sexualised clothing/uniforms/costumes, or otherwise create a sexualised environment.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of the be<sup>E</sup> staff immediately. be<sup>E</sup> staff can be identified as they'll be wearing branded clothing and/or badges. The be<sup>E</sup> staff will be happy to help participants contact any local security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the be<sup>E</sup> event. We value your attendance.

If a participant engages in harassing behaviour, the be<sup>E</sup> organizers may take any action they deem appropriate. This includes warning the offender, expulsion from the event with no refund (if applicable), or reporting their behaviour to local law enforcement.

We expect participants to follow these rules at be<sup>E</sup> event and workshop venues and be<sup>E</sup> related social events.

### Acknowledgement:

I / We have read and fully understand the terms of this Code of Conduct Policy.

Name: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Phone: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Parent/Guardian Signature (*if under 19*):  
\_\_\_\_\_

Date: \_\_\_\_\_