

GESHIDOCON

Code of Conduct

GeshidoCons mission is to support people and organizations who explore, apply and expand Agile values, principles and practices. In support of this mission, GeshidoCon wants to ensure a respectful, safe, and inclusive environment for everyone whenever and wherever they are participating in GeshidoCon activities.

We do not tolerate harassing or disrespectful behaviour, interactions, messages, or images by any participant in any GeshidoCon activity, in any form. This includes business and social activities regardless of location, including online events and spaces.

We encourage everyone to help in creating a welcoming and safe environment. Please report any concerns, harassing behaviour, suspicious or disruptive activity to a GeshidoCon committee member.

GeshidoCon reserves the right to refuse admittance to or remove any person from an activity at any time at its sole discretion.

A code of conduct is a set of guidelines that outlines expected behavior from attendees, speakers, and organizers to ensure a safe and inclusive environment for all participants. These are:

1. **Respectful behaviour:** All participants are expected to conduct themselves in a respectful manner towards others, regardless of their race, gender, sexual orientation, disability, religion, or other personal characteristics.
2. **Harassment-free environment:** Harassment or discriminatory behaviour, including but not limited to, verbal or physical intimidation, stalking, or unwelcome advances, will not be tolerated.
3. **Inclusive language:** Participants are encouraged to use inclusive language and avoid any language that could be deemed offensive or exclusionary.
4. **Professionalism:** Participants are expected to maintain a professional attitude and avoid engaging in any behaviour that could damage the conference's reputation or credibility.
5. **Safety and security:** Participants are encouraged to report any unsafe or inappropriate behaviour to the conference organizers or security personnel immediately.
6. **Compliance with laws and regulations:** Participants are expected to comply with all applicable laws and regulations, including those related to privacy, security, and intellectual property.

GESHIDOCON

7. Consequences of non-compliance: Any participant who violates the code of conduct may face consequences, including but not limited to, being asked to leave the conference or being banned from future events.

Who does the Code of Conduct apply to?

Everyone. All participants in any GeshidoCon activity, including attendees, speakers, sponsors, volunteers, contributors etc, are **required** to agree with and adhere to the code of conduct.

Where and when does this Code of Conduct apply?

GeshidoCon offers many opportunities for our members and the broader community to come together to network and collaborate. These include in-person and online conferences and gatherings, sponsored events, initiatives, and online contributions.

This code of conduct applies in all cases, and covers business and social activities, regardless of location.

By adhering to this code of conduct, we aim to create a safe, respectful, and inclusive environment for all conference participants.

What are the consequences of violating the Code of Conduct?

Conference and event organizers and volunteers, Initiative Directors, GeshidoCon staff, and board members will enforce this code throughout all GeshidoCon activities.

Participants in any GeshidoCon activity asked to stop harassing behaviour are expected to comply immediately.

If a participant engages in harassing behaviour, the GeshidoCon representatives may take any action it deems appropriate, including reporting to authorities. GeshidoCon reserves the right to refuse admittance to, or remove any person from an activity at any time at its sole discretion. Participants violating these rules may be expelled from an event *without a refund* at the sole discretion of the Chairman of GeshidoCon.