Code of Conduct for all LGBTQ+ Network activities

The LGBTQ+ Network is dedicated to providing a harassment-free experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack thereof), or technology choices.

We do not tolerate harassment in any form. Harassment includes, but is not limited to:

- 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 (or lack thereof), or technology choices,
- Sexual images in public spaces,
- Deliberate intimidation, stalking, or following,
- Harassing photography or recording,
- Sustained disruption of talks or other events,
- Speakers may refuse to engage with interactions that begin with 'more of a comment than a question',
- Inappropriate physical contact,
- Unwelcome sexual attention,
- Advocating for, or encouraging, any of the above behaviour.

Enforcement

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

If a participant engages in harassing behaviour, event organisers retain the right to take any actions to keep the event a welcoming environment for all participants. This includes warning the offender or expulsion from the event.

Event organisers may take action to redress anything designed to, or with the clear impact of, disrupting the event or making the environment hostile for any participants.

We expect participants to follow these rules at all activities including but not limited to conferences, meetings, and online events.

Reporting

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible to an event organiser or a member of the LGBTQ+ Network Steering Group.

You can make a report either personally or anonymously. Contact the Steering Group here [link to Contact Page or email address].

*This Code of Conduct is based on the template found here, [http://geekfeminism.wikia.com/wiki/Conference_anti-harassment/Policy](http://geekfeminism.wikia.com/wiki/Conference_anti-harassment/Policy), and is available under the Creative Commons Zero License.*