

# Event Code of Conduct & Anti-Harrassment Policy

July 2023

The German Australian Business Council is dedicated to providing an inclusive event experience for everyone regardless of gender identity and expression, sexual orientation, disabilities, neurodiversity, physical appearance, body size, ethnicity, nationality, race, age, religion, or other protected category. We do not tolerate inappropriate behaviour of event participants in any form. We take violations of our policy seriously and will respond appropriately.

All participants at Business Council events must abide by the following policy:

1. Be polite to each other. We want the event to be an excellent experience for everyone regardless of gender identity and expression, sexual orientation, disabilities, neurodiversity, physical appearance, body size, ethnicity, nationality, race, age, religion, or other protected category. Treat everyone with respect. Participate while acknowledging that everyone deserves to be here -- and each of us has the right to enjoy our experience without fear of harassment, discrimination, or condescension, whether blatant or via micro-aggressions. Jokes shouldn't demean others. Consider what you are saying and how it would feel if it were said to or about you.
2. Speak up if you see or hear something. Inappropriate conduct will not be tolerated, and you are encouraged to politely engage when you or others are disrespected. The person making you feel uncomfortable may not be aware of what they are doing, and politely bringing their behavior to their attention is encouraged. If a participant engages in harassing or uncomfortable behavior, the Business Council may take any action they deem appropriate, including warning or expelling the offender from the event with no refund. If you are being harassed or feel uncomfortable, notice that someone else is being harassed, or have any other concerns, please contact a member of the board or event staff immediately.
3. Harassment is not tolerated. Harassment includes, but is not limited to: verbal language that reinforces social structures of domination related to gender identity and expression, sexual orientation, disabilities, neurodiversity, physical appearance, body size, ethnicity, nationality, race, age, religion, or other protected category; sexual imagery in public spaces; deliberate intimidation; stalking; following; harassing photography or recording; sustained disruption of talks or other events; offensive verbal language; inappropriate physical contact; and unwelcome sexual attention. Participants asked to stop any harassing behavior are expected to comply immediately.

This policy extends to talks, webinars, forums, workshops, social media, parties, hallway conversations, all attendees, members, board members, partners, sponsors, volunteers, event staff, etc. The German Australian Business Council reserves the right to refuse admittance to, or remove any participant from any hosted event at any time in its sole discretion. This includes, but is not limited to, participants behaving in a disorderly manner or failing to comply with this policy, and the terms and conditions herein. If a participant engages in harassing or uncomfortable behavior, the event organizers or the board may take any action they deem appropriate, including warning or expelling the offender from the event with no refund.

In accordance with its constitution, the Business Council may also terminate membership of any members who violate this policy.

Our event staff can usually be identified by special badges/attire. Our zero tolerance policy means that we will look into and review every allegation of violation of this policy and respond appropriately. Please note, while we take all concerns raised seriously, we will use our discretion as to determining when and how to follow up on reported incidents, and may decline to take any further action and/or may direct the participant to other resources for resolution.

Approved by Board on 15 July 2023