

## Code of Conduct

All attendees, speakers, sponsors and volunteers at our conference must agree with the following code of conduct. As organisers we're aiming to hold this code throughout the event and would appreciate your cooperation to ensure a safe environment for everybody.

We are committed to providing a harassment-free conference experience for everyone. Harassment includes offensive verbal comments (related to gender, age, sexual orientation, disability, physical appearance, body size, race, or religion), deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

We expect that any requests to stop any harassing behaviour will be complied with immediately. As organisers we understand the responsibility to take any action deemed appropriate, including warning the offender or expulsion from the conference with no refund.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of conference staff. We will be happy to help participants contact security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe.

We also expect sponsors, speakers, and participants to follow these rules at conference and workshop venues, conference-related social events, and online channels related to the event.

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## Accessibility

- Massey University is wheelchair accessible and disabled parking is available.
- A room will be reserved as a quiet area for guests who need a calm space to step out.

If you have needs or concerns around participation, please let us know and we will make every effort to help.

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## Contact, Comments, Feedback

Inclusion is an ongoing process, guided by learning from people about their needs and experiences. We would be very happy to hear from you if you have any concerns, questions, or requests.

If you experience any form of harassment or are made to feel unwelcome, please let us know.

Our Event Director Anna can be reached on: [anna.watson@enspiral.com](mailto:anna.watson@enspiral.com)