



LILAC Code of Conduct

All attendees, speakers, sponsors and volunteers at our conference are required to agree to the following Code of Conduct. The conference committee and organisers will enforce this code throughout the event. We are expecting cooperation from all participants to help ensure a safe environment for everybody.

The Deed (aka the short version):

LILAC is dedicated to providing a harassment free conference experience for everyone regardless of gender, gender identity and expression, sexual orientation, sex, disability, physical appearance, body size, race, age or religion. We do not tolerate harassment of conference participants in any form. Sexual language and imagery is not appropriate for any conference venue, including talks. Conference participants violating these rules may be sanctioned or expelled from the conference without a refund at the discretion of the conference organizers. Additionally, the conference committee reserves the right to deny registration or attendance at any time and for any reason in its sole discretion.

More Detail - Full Policy:

Harassment includes verbal comments that reinforce social structures of domination related to gender, gender identity and expression, sexual orientation, sex, disability, physical appearance, body size, race, age, religion; sexual images in public spaces; deliberate intimidation; stalking; following; harassing photography or recording; 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.

Expected Behaviour: The following behaviours are expected and requested of all conference participants:

- Participate in an authentic and active way. In doing so, you contribute to the health and longevity of the LILAC community.
- Exercise consideration and respect in your speech and actions.
- Attempt collaboration before conflict.
- Refrain from demeaning, discriminatory, or harassing behaviour and speech.
- Be mindful of your surroundings and of your fellow participants. Alert committee members if you notice a dangerous situation, someone in distress, or violations of this Code of Conduct, even if they seem inconsequential.
- Remember that conference event venues may be shared with members of the public; please be respectful to all patrons of these locations.

Unacceptable Behaviour: The following behaviours are considered harassment and are unacceptable within our community:

- Violence, threats of violence or violent language directed against another person.
- Sexist, racist, homophobic, transphobic, ableist or otherwise discriminatory jokes and language.
- Posting or displaying sexually explicit or violent material.
- Posting or threatening to post other people's personally identifying information ("doxing").



- Personal insults, particularly those related to gender, sexual orientation, race, religion, or disability.
- Inappropriate photography or recording.
- Inappropriate physical contact. You should have someone's consent before touching them.
- Unwelcome sexual attention. This includes, sexualized comments or jokes; inappropriate touching, groping, and unwelcomed sexual advances.
- Deliberate intimidation, stalking or following (online or in person).
- Advocating for, or encouraging, any of the above behaviour.
- Sustained disruption of community events, including talks and presentations.

Consequences of Unacceptable Behaviour

Anyone asked to stop unacceptable behaviour is expected to comply immediately.

We expect participants to follow this Code of Conduct at all conference venues and conference-related social events.

Registration and Access to LILAC

The LILAC Committee reserves the right to deny registration or attendance of any individual at any time and for any reason in its sole discretion, including but not limited to when doing so is in the interests of LILAC and other attendees to avoid the possibility of behaviour proscribed by this Code of Conduct.

Reporting

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible. Harassment and other Code of Conduct violations reduce the value of our event for everyone. We want you to be safe and happy at our event. People like you make our event a better place. Unacceptable behaviour from any community member, including sponsors and those with decision-making authority, will not be tolerated. If a conference participant engages in unacceptable behaviour, the conference committee and organisers may take any action they deem appropriate, up to and including a temporary ban or permanent expulsion from the conference without warning and without refund. You can make a report either personally or anonymously. Reporting personally can be done directly to the conference committee. They can be identified by the purple t-shirts throughout the conference venue.

Anonymous reporting can be done [via our webform](#).

Conference staff will help participants contact hotel/venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the conference. We value your attendance.

Sponsors and exhibitors

Sponsors and exhibitors are also subject to the anti-harassment policy. In particular, exhibitors are asked to not use sexualized images, activities, or other material, and their staff (including volunteers) should not use sexualized clothing/uniforms/costumes, or otherwise create a sexualized environment.

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