



## FestivIL by LILAC Code of Conduct

This is an adapted version of our LILAC Code of Conduct which can be found here:

<https://www.lilacconference.com/files/Downloads/Code of Conduct.pdf>

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

### The agreement

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 event attendees in any form. Sexual language and imagery is not appropriate this including talks. Event participants violating these rules may be sanctioned or expelled from the event without a refund at the discretion of the organisers. Additionally, the organising committee reserves the right to deny registration or attendance at any time and for any reason in its sole discretion.

### The event

Session joining information is for the attendee only – please do not pass this to anyone else.

We ask attendees to arrive promptly, at the time given in the joining instructions. Attendees arriving more than 10 minutes late risk not being admitted, at the discretion of the host.

Please respect each other's privacy: as many people are working from home, we may be viewing their personal space. Please do not record sessions yourself, take screenshots or photographs.

Please respect people's pronouns. If you are unfamiliar with people using they/them pronouns, you can find a guide [here](#).

Slides circulated are for your reference only. We ask that you respect any intellectual property included in any material shared.

### Sanctions

If anyone does not adhere to this guidance, organising staff may remove them from the online Zoom or Kumospace session and may bar them from future online events hosted by LILAC. And they will not be entitled to a refund.

### 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 attendees of the event:

- 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.

**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.
- Unwelcome sexual attention. This includes, sexualized comments or jokes; 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 event space and related social events. If they do not they will be removed from the event without a refund at the discretion of the organisers.



## Registration and Access to FestivIL by 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 an event attendee engages in unacceptable behaviour, the organisers may take any action they deem appropriate, up to and including a temporary ban or permanent expulsion from the event without warning and without refund. You can make a report either personally via our email [help@lilacconference.com](mailto:help@lilacconference.com) or anonymously via our [webform](#).

Event staff will assist those experiencing harassment to feel safe for the duration of the conference. We value your attendance.

This code of Conduct is adapted from: <http://confcodeofconduct.com/> CC-BY-SA  
<http://citizencodeofconduct.org/> CC-BY-SA