

# Code of Conduct for Activities / Community Policy – December 2019

PWN Global wants to provide a safe and welcoming experience for everyone. We do not tolerate discrimination or harassment in any form.

This Code of Conduct applies to PWN Global activities, including, but not limited to: this website and online community platform, webinars and trainings, social media, Workshops, and Programme events, including Mentoring interactions. Anyone who violates this Code of Conduct may be sanctioned or expelled from these events or online spaces at the discretion of the PWN Global Team.

Participants are responsible for knowing and abiding by these rules.

Discrimination is defined as the unjust or prejudicial treatment of others related to gender, gender identity and expression, sexual orientation, disability, mental illness, neuro(a)typicality, physical appearance, body size, age, race, or religion.

Harassment includes:

- Offensive comments related to gender, gender identity and expression, sexual orientation, disability, mental illness, neuro(a)typicality, physical appearance, body size, age, race, or religion.
- Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment.
- Deliberate misgendering or use of "dead" or rejected names.
- Gratuitous or off-topic sexual images or behaviour in spaces where they are not appropriate.
- Physical contact without consent or after a request to stop.
- Threats of violence.
- Incitement of violence towards any individual, including encouraging a person to commit suicide or to engage in self-harm.
- Deliberate intimidation.
- Stalking or following.
- Harassing photography or recording, including logging online activity for harassment purposes.
- Sustained disruption of discussion.
- Unwelcome sexual attention.
- Patterns of inappropriate social contact, such as requesting/assuming inappropriate levels of intimacy with others
- Continued one-on-one communication after requests to cease.
- Deliberate "outing" of any aspect of a person's identity without their consent, except as necessary to protect vulnerable people from intentional abuse.

- Publication of non-harassing private communication.

## Reporting

If you are being harassed by a member or other event attendee, notice that someone else is being harassed, or have any other concerns, please let the PWN Global Team know either in person to the PWN Global representative on the door or via email to the PWN Global Team. We may not be able to follow up with you directly, but we will investigate and take whatever action is necessary to prevent a recurrence.

## Consequences

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

If a participant engages in harassing behaviour, the PWN Global Team may take any action they deem appropriate, including warning or expelling the offender from all PWN Global events with no refund.

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