

## Startup Victoria – Events Code of Conduct

At Startup Victoria, we are committed to create a positive and thriving startup ecosystem for the community. To achieve that, we are dedicated to providing a harassment-free and inclusive event experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack thereof), or technology choices. We do not tolerate harassment of event participants in any form.

Startup Victoria will enforce this code for all of our events and all participants (including speakers, sponsors, exhibitors, attendees and volunteers) must abide by the following code of conduct:

- No to harassment. Harassment includes offensive verbal comments related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion, technology choices, 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.
- Be kind and considerate. Treat everyone with respect and be mindful of others in your surround to ensure a great experience for all participants.
- Obey the rules and regulations of the event venue and do not damage the property
- Dress appropriately. Sponsors, exhibitors and partners should not use sexualised images, activities, or other material. Event staff (including volunteers) should not use sexualised clothing/uniforms/costumes, or otherwise create a sexualised environment.
- Report any behaviour that makes you or others feel uncomfortable to the nearest Startup Vic representative.

If a participant engages in harassing behaviour, the event organisers may take any action they deem appropriate, including warning the offender or expulsion from the event with no refund.

Event staff will be happy to 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. We expect participants to follow these rules at conference and workshop venues and conference-related social events.

Need Help? If you have any questions about this event code of conduct, please drop us a note at [contact@startupvictoria.com.au](mailto:contact@startupvictoria.com.au)

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