

## **A Welcoming Environment for all at RACI events**

The RACI is dedicated to providing a harassment-free conference/meeting experience for everyone regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age or religion.

We will not tolerate harassment of conference participants in any form. This includes sexual language and imagery which 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 organisers. Our full anti-harassment policy is described below.

For any concerns contact the NO staff

## **Our Anti-Harassment Policy**

Harassment includes, but is not limited to:

Verbal comments that reinforce social structures of domination related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion.

Sexual images in public spaces

Deliberate intimidation, stalking, or following

Harassing photography or recording

Sustained disruption of talks or other events

Inappropriate physical contact

Unwelcome sexual attention

Advocating for, or encouraging, any of the above behaviour

We expect participants to avoid all of the above at all event venues and event-related social activities.

Participants asked to stop any harassing behaviour are expected to comply immediately. If a participant engages in harassing behaviour, event organisers retain the right to take any actions to keep the event a welcoming environment for all participants. This includes warning the offender or expulsion from the conference with no refund.

This anti-harassment policy is based on the example policy from the Geek Feminism wiki, created by the Ada Initiative and other volunteers.