

Exile Group Events Code of Conduct

We pride ourselves for creating an environment where everyone feels welcome and safe to share ideas and engage in open discussion. At the core of this we must provide a harassment-free experience at our events for everyone, inclusive of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, nationality or religion.

All participants, speakers, sponsors and employees are required to abide by our code of conduct when attending conferences and meetups, and online. Any violations will be dealt with seriously and may include being expelled and banned from events or online spaces without a refund. This is to protect the safety of our employees, participants, speakers, suppliers and anyone present at our events.

Definitions

What do we mean by “harassment”? Harassment includes but isn’t limited to:

- Offensive comments related [to gender, gender identity and expression, sexual orientation](#), disability, mental illness, neurotype, physical appearance, body size, race, age, nationality, religion or belief, marital and civil partnership status, pregnancy or carer or parental status, familial status, veteran status, citizenship
- Unwelcome comments regarding a person’s lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment
- Homophobic, biphobic, transphobic, racist, or misogynist slurs or comments
- Deliberate misgendering
- Physical contact without consent or after a request to cease
- Threats or acts of violence or intimidation
- Stalking or following
- Unwelcome sexual attention
- Sharing/displaying sexual or sexualised images
- Deliberate “outing” of any aspect of a person’s identity without their consent
- Harassing photography or recording, including logging online activity for harassment purposes
- Continued one-on-one communication after requests to cease
- Sustained disruption of discussion
- Advocating for or encouraging any of the above behaviours
- Repeated unsolicited sales and promotional messages
- Criticising racist, sexist, cissexist, or otherwise oppressive behaviour

Consequences

Participants who are asked to stop harassing behaviour are expected to do so immediately.

Participants engaging in harassing behaviour will be asked to leave an event or online space and may be banned temporarily or indefinitely. If a ticket was purchased for an in-person or online event, we reserve the right not to issue a refund.

If harassment occurs outside an event or online space organised by Exile Group that may impact the safety of our environment, we reserve the right to investigate and take appropriate action, for



instance banning from future events and escalating to an appropriate person such as an individual's manager.

Reporting

If you are being harassed, made to feel unsafe/unwelcome or notice someone else being harassed, please report it as soon as possible.

Email: complaints@txfmedia.com

In-person at events: speak to a staff member at the registration desk

Reporting & enforcement process

Incident report is taken in a safe, private space at events or in a personal and direct message online

1. Reporter informs Exile team during event or via email
2. Incident responders investigate with the reported person
3. Incident response team reconvene to discuss an appropriate response
4. Appropriate action is taken
5. Incident responders follow up with the reporter and the reported person
6. Inform community if necessary
7. Debrief internally post event to discuss any further changes needed for future events

Our Code of Conduct was based on resources from [Geek Feminism](#) and the [Lead Dev Code of Conduct](#).