

# Code of Conduct

All participants in the NZMASP 2023 conference are required to agree to the code of conduct as a condition of registration.

The NZMASP organising committee is committed to a professional, open, productive, and respectful exchange of ideas. These aims require a community and environment that fosters inclusion, provides mutual respect, and embraces diversity.

The NZMASP conference is dedicated to providing a harassment-free conference experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age or religion. We do not tolerate harassment of conference participants or staff in any form. Conference participants violating these rules may be sanctioned or expelled from the conference without a refund at the discretion of the conference organisers.

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 or religion.
- Sexual images in public spaces
- Deliberate intimidation, stalking, or following
- Harassing photography or recording
- Sustained disruption of presentations or other events
- Inappropriate physical contact
- Unwelcome sexual attention
- Advocating for, or encouraging, any of the above behaviour

## Enforcement

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.

Event organisers may take action to redress anything designed to, or with the clear intention of, disrupting the event or making the environment hostile for any participants.

We expect participants to follow these rules for the duration of the conference, including at the conference venue, accommodation and all conference-related social activities.

## 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 happy at our event. People like you make our event a better place.

If you're not sure if something you have seen or experienced should be reported, please contact a member of the organising committee for an informal discussion on the issue using the contact details in the *contact information* section below.

You can make a report either personally or anonymously.

## Anonymous Report

You can make an anonymous report here: <https://forms.gle/YrqmMH9Ccd2ghkzPA>. We can't follow up an anonymous report with you directly, but we will fully investigate it and take whatever action is necessary to prevent a recurrence.

## Personal Report

You can make a personal report by contacting a member of the organising committee in person or via the contact details listed in the *contact information* section below.

When taking a personal report, our committee members will ensure you are safe and cannot be overheard. They may involve other committee members to ensure your report is managed properly. Once safe, we'll ask you to tell us about what happened. This can be upsetting, but we'll handle it as respectfully as possible, and you can bring someone to support you. You won't be asked to confront anyone and we won't tell anyone who you are. We will consult you before taking any action based on your report.

Our team will be happy to help you contact local law enforcement, local support services, provide escorts, or otherwise assist you to feel safe for the duration of the event. We value your attendance.

## Contact information

Committee members:

Shonaugh Wright	0278440428
Malcolm Jones	0274200939
Sam Bastida	0212078398
<i>More committee member details coming soon.</i>	