

## Code of Conduct Policy

All attendees, speakers, sponsors and volunteers at our events and conferences are required to agree with the following code of conduct. Organisers will enforce this code throughout the event. We expect cooperation from all participants to help ensure a safe environment for everybody.

Our events and conferences are dedicated to providing a harassment-free 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.

The Society will not tolerate harassment of participants in any form at any venue including formal events or after event social activities where members are present.

Some events and activities may feature talks, workshops, or online media that include discussions on topics related to reproductive health and sexual content. Participation in these sessions is welcome, provided that comments remain relevant and respectful.

Participants violating these rules may be sanctioned or expelled from future events *without a refund* at the discretion of the event organisers and the OI Society Board.

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.

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

Sponsors are also subject to the anti-harassment policy. In particular, sponsors should not use sexualised images, activities, or



PO BOX 401 Epping NSW 1710

ABN: 13001534309

[www.oiaustralia.org.au](http://www.oiaustralia.org.au)

other material. Event organisers and Volunteer staff should not use sexualised clothing/uniforms/costumes, or otherwise create a sexualised environment.

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

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of the Board immediately. Members can be identified as they'll be wearing branded clothing and/or badges.

Members 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 event. We value your attendance.

We expect participants to follow these rules at ALL conference and workshop venues and conference-related social events.