



Internet
Association
of Australia

Code of Conduct - Events

December 2020

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Table of Contents

<i>Objective</i>	3
<i>General</i>	3
<i>The Quick Version</i>	3
<i>The Less Quick Version</i>	3
<i>Change History</i>	5



Objective

This policy provides a code of conduct for all attendees, speakers, sponsors, volunteers, Internet Association of Australia (**Association**) staff and Association Board members who attend Association events, both virtual and in person, in order to ensure a pleasant, harassment-free event experience for everyone.

General

All attendees at Association events are required to agree to comply with the following code of conduct. Organisers will be available to enforce this code throughout the event. We expect cooperation from all participants to help ensure a pleasant, safe environment for everybody.

The Quick Version

The **Association** is dedicated to providing a pleasant, harassment-free event experience for everyone, regardless of identity, appearance, affiliation or technology choices. We do not tolerate harassment of attendees in any form and expect all attendees to act respectfully and in good faith at all times. Event participants violating these rules may be sanctioned or expelled from the event *without a refund* (if applicable) at the discretion of the event organisers.

The Less Quick Version

What are our aims?

Our aim is to facilitate discussion and participation, and to enable professional and social contact within our events. On that basis, participants are asked to take care that their interactions remain welcome and positive.

Association events may include robust discussion of a variety of topics and may take place on a range of platforms, both electronic and in person. Participants are expected at all times to act with courtesy and professionally, and to treat others with respect, regardless of whether a difference of opinion exists. Business networking similarly will be in good faith aiming to promote business best practice.

We expect participants to follow this code at all Association events, both virtual and in person, during formal proceedings and related social/less formal events.

What is Harassment?

Harassment can take many forms. In general, it includes persistent offensive verbal comments or other unwanted behaviour. This may include comments related to gender, gender identity and expression,



age, sexual orientation, disability, physical appearance, race, cultural background, religion, or technology choices.

Behaviours such as inappropriate physical contact, unwelcome sexual attention, the display of sexual images in public spaces, deliberate intimidation, stalking, following, unwanted photography or recording, aggressive sales approaches, and sustained disruption/interruption are generally unwelcome.

Where participants are asked to stop any harassing or intimidatory behaviour they will be expected to cease the behaviour immediately.

Can we still promote our business?

Business to business networking is welcome at our events. We very much appreciate the support that comes from our members and see value in sharing their experience. However, members who choose to talk business at our events are expected to do so in good faith; observe confidentiality and non-disclosure agreements; to conduct themselves professionally and fairly, promoting business best practice and not seek to exploit fellow members.

What help can I get if I feel harassed or see it?

Association Board and staff will be happy to assist participants who feel they are encountering harassment or other inappropriate behaviour to feel safe whilst attending our events. We value your attendance.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of Association staff or Board immediately.

What actions might be taken?

Event organisers may take any action they deem appropriate, including warning the offender or expulsion from the event with no refund (if applicable).

Can I appeal against actions taken?

If, in the course of asserting this code, you feel that you were unfairly treated, you are asked to write to the CEO of the Association (ceo@internet.asn.au) to set out your complaint. Should you consider the CEO to be at fault, then the Chair of the Board (chair@internet.asn.au).



Change History

Version:	Date:	Nature of change
1.0	16 February 2021	Initial draft
1.1	18 November 2021	Updated template Updated Inc to Ltd