

Code of Conduct

This Code of Conduct outlines our expectations for all participants' behaviour at or related to the Forum, including -but not limited to- media, sponsors, volunteers, speakers and attendees to all Forum venues and any conference-related activity. All attendees at the Forum are required to agree with the following code of conduct. Organisers will enforce this code throughout the event.

We are committed to providing a friendly, safe and welcoming environment for all, regardless of gender and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack thereof), health and lifestyle choices or technology choices. We expect all attendees to behave accordingly, addressing other participants in an inclusive, mindful and respectful manner.

Due to the sensitive topics that will be discussed during the conference, it is crucial to consider that some of the speakers or participants may have lived experience of stigma and discrimination. Therefore, we invite all sponsors, volunteers, speakers, attendees, media, exhibitors and other participants to help us make the Forum a safe and positive experience for everyone.

Unacceptable behaviour

Unacceptable behaviour includes intimidating, harassing, abusive, discriminatory, derogatory or demeaning conduct by any attendees of the Forum and related events.

Harassment includes:

- Offensive verbal comments related to gender, sexual orientation, race, religion, disability; harassing photography or recording; sustained disruption of talks or other events; inappropriate physical contact, and unwelcome sexual attention
- Physical, written, verbal or other abuse, intimidation, threats, annoyance, harassment, stalking, pushing, shoving or use of any physical force whatsoever against any person, which in any way creates a disturbance that is disruptive or dangerous, or creates anxiety in a person
- Any boisterous, lewd or offensive behaviour or language, including but not limited to using sexually explicit or offensive language, materials or conduct, or any language, behaviour or content that contains profanity, obscene gestures, or racial, gender or religious slurs
- Assembling for the purpose of, or resulting in, disturbing the peace, or committing any unlawful act or engaging in any offensive behaviour
- Failure to obey any rules or regulations of the venue and the Forum organisers

Expected behaviour

- Be considerate and respectful
- Refrain from demeaning, discriminatory, or harassing behaviour and speech
- Be mindful of your surroundings and of your fellow attendees.
- Alert Forum organisers if you experience or notice a dangerous situation or someone in distress

What to do if you witness or are a victim of unacceptable behaviour

If you are subjected to unacceptable behaviour, notice that someone else is being subjected to unacceptable behaviour, or have any other concerns during the event, please notify a member of the ASHM Forum team as soon as possible. All reports will remain completely confidential.

The ASHM Forum team will be available to assist those experiencing unacceptable behaviour to feel safe for the duration of the conference.

Consequences of unacceptable behaviour

Unacceptable behaviour will not be tolerated.

Anyone asked to stop unacceptable behaviour is expected to comply immediately. If a participant continues to engage in unacceptable behaviour after being given a warning, the Forum organisers may take any action they deem appropriate, up to and including expulsion from the Forum without warning or refund. In extreme cases the Forum organisers will contact the appropriate authorities.