



## Code of Conduct

Humanism is based on respect for the inherent dignity of all people, and Humanists Victoria aims to conduct events in a manner that is based on humanist values and incorporates basic respect and courtesy for everyone involved.

Accordingly, all attendees, speakers, sponsors and volunteers at our events, meetings and in online communication, are taken to agree by their participation with the following code of conduct. Organisers will enforce this code in appropriate ways. We expect cooperation from all participants to help ensure a safe and congenial environment for everybody.

### The Quick Version

Humanists Victoria is dedicated to providing harassment-free events for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race or ethnicity. We do not tolerate harassment of participants, members or volunteers in any form.

Harassment is not appropriate for any event venue, including talks, workshops, parties, and meetings. It is not appropriate for any form of communication, including verbal and written, whether by physical mail, e-mail, or on any online media.

Participants violating these rules may be sanctioned or expelled from the event or activity, without a refund, at the discretion of the organisers.

### The Less Quick Version

Harassment includes:

- derogatory written or verbal comments related to a person's gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race or ethnicity;
- sexual images in public spaces, inappropriate physical contact, and unwelcome sexual attention;
- deliberate intimidation, stalking, following, harassing photography or recording;
- sustained disruption of talks or other events;
- repeated or sustained insulting, berating, humiliation, belittling, intimidation or abuse of individuals.

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

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

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact an organiser immediately.

When requested, organisers will help participants contact 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 events organised by Humanists Victoria, and in their written communication on platforms hosted by Humanists Victoria. We expect Humanists Victoria volunteers to follow these rules at events and also in their written and verbal communication with each other and with the public.

## Complaints and Enquiries

Humanists Victoria takes all complaints seriously. To lodge a complaint, or seek further information about this policy please e-mail [secretary@vichumanist.org.au](mailto:secretary@vichumanist.org.au).

### **Authorised by**

Humanists Victoria Committee

7 March 2023