

AFRA Event Code of Conduct

Purpose

AFRA is committed to providing a safe and inclusive environment at all AFRA events for all attendees. This Code of Conduct outlines our expectations for behaviour and helps ensure that our event is a welcoming, comfortable and respectful space for everyone.

Expected Behaviour

All attendees, speakers, sponsors, and volunteers at any AFRA event are required to:

- **Be Respectful:** Treat all participants with respect, kindness, and consideration, regardless of their background, gender, age, race, religion, professional position, identity, affiliation or any other characteristic.
- **Respect personal boundaries and consent.** Always obtain clear and voluntary consent before engaging in any physical contact. Avoid unwelcome advances.
- **Listen Actively:** Engage in active listening and open dialogue, valuing diverse perspectives and opinions.
- **Be Inclusive:** Foster an inclusive and diverse atmosphere by avoiding any form of discrimination, harassment, or exclusion based on race, ethnicity, gender, sexual orientation, disability, religion, or any other characteristic.
- **Maintain a Safe Environment:** Refrain from engaging in any threatening, intimidating, sexually harassing or violent behaviour.
- **Respect Privacy:** Obtain consent before taking photos, videos, or recordings of individuals, and respect their wishes if they decline.
- **Comply with Laws:** Abide by all applicable laws and regulations during the event.

Unacceptable Behaviour

The following behaviours are considered unacceptable at an AFRA event:

- **Harassment:** Harassment or bullying in any form, whether verbal, physical, visual, written, or online, will not be tolerated.
- **Sexual harassment:** This includes, but is not limited to, unwelcome sexual advances, comments, or gestures.
- **Discrimination:** Discrimination based on race, gender, sexual orientation, disability, religion, or any other characteristic is strictly prohibited. Avoid making assumptions about others based on their appearance, background, or any other characteristic.
- **Intimidation:** Intimidation, threats, or any behaviour that creates a hostile environment will not be tolerated.
- **Disruptive Behaviour:** Any disruptive or disrespectful behaviour that interferes with the event, and its participants is unacceptable. This includes but is not limited to excess alcohol consumption.



Reporting Violations

If you witness or experience any violations of this Code of Conduct, please report them immediately to any AFRA staff member in attendance. All reports will be treated confidentially and seriously, and appropriate action will be taken to address the issue. We are committed to addressing and resolving any issues promptly and discreetly.

Consequences of Violations

Violations of this Code of Conduct may result in consequences, including but not limited to:

- A verbal or written warning.
- Removal from the event without a refund.
- Prohibition from attending future AFRA events.
- Termination of AFRA membership.
- Legal actions in severe cases.

Contact Information

If you need to report an incident or have questions about this Code of Conduct, please contact and AFRA staff in attendance at the event or Simone Hill by email admin@afra.com.au or by phone 02 96595300.

Acknowledgment

By attending this AFRA event, you acknowledge that you have read and understood this Code of Conduct and agree to abide by its principles and expectations throughout the event. This Code of Conduct is subject to change and may be updated as needed. Please check the event website or contact event organizers for the most current version.