

## **A Welcoming Environment for all at RACI Events**

The RACI is dedicated to providing a harassment-free conference/meeting experience for everyone regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age or religion.

The RACI will not tolerate harassment of conference participants in any form. This includes sexual language and imagery which is not appropriate for any conference venue, including talks.

Conference participants violating these rules may be sanctioned or expelled from the conference without a refund at the discretion of the conference organisers. The full anti-harassment policy is described below.

## **Our Anti-Harassment Policy**

Event organisers must identify and publicise a designated person to deal with any harassment complaints.

Events must have a publicised procedure to report and deal with alleged harassment issues that is private, unbiased, timeous and provide appropriate sanctions if required that include:

- Warning the offender and requiring them to desist.
- Expulsion from the conference with no refund.
- Recommend the banning of the offender from future RACI events
- Invoking the RACI code of conduct if the offender is a member.

Harassment includes, but is not limited to:

- Verbal comments that reinforce social structures of domination related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion.
- Sexual images in public spaces
- Deliberate intimidation, stalking, or following
- Harassing photography or recording
- Sustained disruption of talks or other events
- Inappropriate physical contact
- Unwelcome sexual attention
- Advocating for, or encouraging, any of the above behaviour