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## **Code of Conduct TechBBQ**

At TechBBQ, we are guided by the Nordic values of inclusivity and openness. We firmly believe that fostering a diverse and welcoming environment is fundamental to our community. We have therefore created this Code of Conduct, which applies to all participants and encompasses all events, conferences, online events and associated services organized by TechBBQ.

Both the company and the individuals we represent—our employees, partners, speakers, and other attendees at our events and users of our services—are expected to follow our values of openness, inclusion, and to avoid disrespectful actions that can be categorised as harassment. Failure to adhere to this Code of Conduct may lead to removal from the TechBBQ event, community gathering, or other TechBBQ service. The Code of Conduct applies to both online and in person activities.

Our aim is to create an inclusive and enjoyable experience for everyone.

### **Values:**

The TechBBQ Code of Conduct revolves around three key values:

We believe in openness, trust and idea sharing;

We believe in inclusion, equal opportunities for everyone, and collaboration;

We believe in community strength and sustainable growth and development.

### **Definition of harassment:**

Harassment includes, but is not limited to:

- Verbal comments reinforcing social structures of domination;
- Lewd, lascivious, demeaning, or derogatory comments;
- Unwelcome discussion of sexual orientation or gender identity;
- Deliberate intimidation, stalking, or following;
- Harassing photography or recording (audio or video);
- Sustained disruption of talks or other events;
- Inappropriate physical contact;
- Unwelcome sexual attention, including any specific activity for which consent was not requested and given;
- Advocating for, or encouraging, any of the above behavior;

- Deliberately disrupting event experience for other participants;
- Not being respectful when somebody says "no."

If a Code of Conduct violation is witnessed, it should be reported to the nearest TechBBQ employee or representative. If you see something, say something! In case of suspected legal violations, these should be reported to TechBBQ leadership, whose responsibility it is to take further actions.

TechBBQ employees should keep their commitments, respect legal agreements, and rectify any failures in order to fulfill their obligations towards TechBBQ stakeholders (partners, speakers, attendees, etc.).

By purchasing a ticket to or attending any TechBBQ-organized event, you agree to abide by the above Code of Conduct for the duration of the event, or when interacting with TechBBQ online.