

TPAS Cymru Event Code of Conduct



At TPAS Cymru, we want our events to be safe, inclusive, and enjoyable for everyone.

This Code of Conduct sets out what we expect from all attendees, speakers, and staff.

By attending you agree to follow this Code of Conduct.

Be inclusive

We are dedicated to providing an inclusive conference experience for everyone, regardless of race, ethnicity, national origin, citizenship, or language, gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, age, religion or economic class. Discrimination, harassment, bullying and behaviours that are patronising have no place at our events and will not be tolerated.

Do not use language or behaviour that is racist, sexist, homophobic, transphobic, or discriminatory in any way.

We also follow the Equality Act 2010. Discrimination based on protected characteristics will not be tolerated.

Be respectful

Treat everyone with kindness and respect, no matter their background, role, or opinion. Listen to others and let everyone have a voice.

Keep it safe

Harassment, bullying, or any form of unwanted attention will not be accepted. This includes comments, physical contact, or online behaviour that makes someone feel uncomfortable.

Speak up

If you see or experience something that doesn't feel right, please tell a member of the event team. We will take all reports seriously and act quickly, fairly, and with care.

Follow the law and venue rules

Please respect the venue rules and follow any health and safety guidance provided.

Unacceptable & Prohibited Behaviour

Harassment of any kind is not tolerated. This includes:

- Offensive comments about gender, gender identity, sexual orientation, age, disability, race, religion, or background.
- Intimidation, stalking, or following someone.
- Disruptive behaviour in talks or sessions.
- Sharing/Showing of sexual and offensive images
- Excessive alcohol use or behaviour that harms others.
- Possessing weapons or illegal substances.

- Any illegal or threatening activity.
- Unwelcome or offensive verbal comments, visual displays, or physical contact directed at any attendee, including conduct, comments or images that a person would reasonably find offensive.
- Clothing, accessories, badges or other items displaying offensive, discriminatory, threatening, sexually explicit, abusive or otherwise inappropriate words, images or messages are not permitted.
- Photography, Filming and Recording:
 - Attendees must respect the privacy and consent of delegates, speakers, guests, venue staff and other event participants.
 - Covert or undisclosed photography, filming or audio recording of any person at the event is prohibited. This includes the use of smart glasses for this purpose.
 - Recording of presentations, sessions or other event activities is permitted only where expressly authorised by the event organisers and in accordance with any applicable event or venue requirements.
 - Anyone who is asked to stop recording or to delete/remove material where the recording is unauthorised must comply with that request promptly

If you're unsure whether something is okay - **don't do it.**

If Something Happens

If you experience or witness inappropriate behaviour, speak to a TPAS Cymru staff member as soon as possible. Your safety and wellbeing are important to us, and we will listen and respond sensitively.

Consequences

If this Code is broken, we may:

- Ask you to leave the event immediately.
- Ban you from future TPAS Cymru events.
- Report serious incidents to the police or other authorities.

This Code is not intended to be all inclusive, and it is likely there will be conduct issues that it does not specifically address. In that event, as in all others, attendees are expected to follow the direction of TPAS Cymru staff who will take appropriate action to ensure the safety, security and well-being of attendees.

Thank You

By following this Code, you help create a space where everyone feels respected and safe. Thank you for attending TPAS Cymru events and supporting our values.