

# NZISIG Code of Conduct

We at ISIG would vastly prefer all ISIG events to be a harassment-free event experience for everyone, regardless of gender, sexual orientation, disability, gender identity, age, race, or religion.

As such, we do not tolerate harassment in any form.

Harassment includes offensive verbal comments related to gender, sexual orientation, disability, gender identity, age, race, religion, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

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

If a participant engages in harassing behaviour, the ISIG team may take any action they deem appropriate, up and including ejecting you from any future ISIG events.

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

You can always contact the ISIG organisers with any concerns.

This could be via email ([contact@isig.org.nz](mailto:contact@isig.org.nz)) or in person at an event.

Please note, while we take all concerns raised seriously, we will use our discretion (such as it is) as to in determining when and how to follow up on reported incidents and may decline to take any further action. All concerns will be recorded.

We expect attendees to follow these rules at all events and online via any mailing list / IRC channel discussion, etc.