



## INTERSECTION GROUP

Intersection Group workshops and conferences are community events intended for networking, collaboration and mutual learning. We value the contribution of every participant and want all participants to have an enjoyable experience.

Our workshops, conferences and meetings are committed to providing a welcoming, inclusive, professional, and safe environment for everyone that encourages the free expression and exchange of ideas and is characterised by curiosity, tolerance, equity, and mutual respect.

Accordingly, all participants are expected to abide by the following rules. Any participant who wishes to report a violation of this policy is encouraged to contact us at [hello@intersection.group](mailto:hello@intersection.group) or to speak with a member of the organising team. Thank you for helping make our events welcoming, friendly and safe for all.

All communication should be appropriate for a diverse professional audience with people of many different backgrounds. We expect all participants to be kind to others and to not insult or put down other attendees, speakers, partners or sponsors.

Harassment or bullying in any form will not be tolerated:

- Harassment includes offensive comments related to nationality, professional background or education, level or professional role, gender identity, sexual orientation, disability, physical appearance, body size or features, ethnicity or skin colour, religion, as well as deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.
- Bullying is unwelcome or unreasonable behaviour that demeans, intimidates, humiliates, or sabotages people, either as individuals or as a group. This includes physical bullying, verbal abuse, disparagement, intimidation, exclusion, or spreading personal rumours.

Participants asked to stop unacceptable behaviour are expected to comply immediately. Sanctions against participants violating these rules are at the sole discretion of the event organisers and may range from warnings to being asked to leave the event, and exclusion from future Intersection Group affiliated conferences, meetings or events, virtual and in person.

Vienna, 01/05/2023