

## **WSST Code of Conduct**

In order to provide all participants with the opportunity to benefit from WSST events and activities, WSST is committed to providing a friendly, safe, supportive and harassment-free environment for all attendees and participants at WSST sponsored events, regardless of gender, age, sexual orientation, gender identity, gender expression, disability, physical appearance, body size, race, ethnicity, religion or other group identity.

WSST does not tolerate harassment of attendees or participants at WSST sponsored events in any form. Harassment includes offensive verbal or written comments and negative behavior, either in real or virtual space, including those which are related to or are based upon gender, age, sexual orientation, gender identity, gender expression, disability, physical appearance, body size, race, ethnicity, religion or other group identity. Harassment also includes display of sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, and unwelcome physical contact or sexual attention.

All participants at WSST sponsored events are expected to observe these rules and behaviors in all formats of participation, whether in-person or virtual spaces. Participants at WSST sponsored events seek to learn, network and enjoy themselves in the process, free from any type of harassment. Please participate responsibly and with respect for the rights of others.

## **Consequences of Unacceptable Behavior**

If an attendee or participant, in either real or virtual space, engages in inappropriate, harassing, abusive or destructive behavior or language, the WSST event organizers will determine and carry out the appropriate course of action, including warning the offender, expulsion from the event with no refund and/or banning the offender from future WSST events and activities.

## **What to do**

If you are being harassed, notice that someone else is being harassed, or have any other concerns about an individual's conduct, please contact a WSST staff member of the event. Event security and/or local law enforcement may be involved as appropriate based on the specific circumstances.