

## Romance Writers of New Zealand Conference Code of Conduct

### General principles

RWNZ seeks to provide a conference environment in which all participants feel safe and are treated with respect. In order to create that environment, harassment of any kind is prohibited. All participants shall behave in a manner that is respectful of diversity, is non-discriminatory and does not abuse anyone, physically or verbally, in person or through online forums.

### Expected behaviour

RWNZ expects that conference participants, and our community members, will:

- be considerate and respectful to all community members;
- refrain from demeaning, discriminatory, or harassing behaviour, materials, and speech; and
- speak up if they observe anything at an event that conflicts with this Code of Conduct.

### Definition of harassment

Harassment includes offensive comments related to race, colour, ethnicity, national origin, age, gender, gender identity, gender expression, sexual orientation, disability, physical appearance, body size, or religion; deliberate intimidation, stalking, inappropriate photography or recording; sustained or repeated disruption or interruption of speakers (or other events); public broadcasting of others' private or sensitive information without explicit consent; inappropriate physical contact and unwelcome sexual attention.

Personal disagreements and differences of opinion, even if strongly worded, are not harassment.

### Consequences of harassing behaviour

Participants asked to stop harassment are expected to comply immediately.

If a participant engages in harassing behaviour, the conference organisers may take any action they deem appropriate and necessary to safeguard the safety of other participants, including warning the offending participant or expelling them from the conference *with no refund*.

### What to do if you experience or observe harassment

If you are in danger, please contact hotel security or local law enforcement immediately (dial 111).

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of the Executive team or Conference Committee team immediately.

The conference team will be happy to help participants contact hotel/venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the conference. We value your attendance.

