
Event Code of Conduct & Anti-Harassment Policy

The Association for Decentralised Energy is dedicated to providing a harassment-free and inclusive event experience for everyone. We want everyone to feel welcome and have a great time at our events. We do not tolerate harassment of event participants in any form.

All participants of the Association's events must abide by the following policy:

1. **Be excellent to each other.** We want the event to be an excellent experience for everyone regardless of gender identity, expression or reassignment, sex, sexual orientation, disabilities, neurodiversity, physical appearance, marriage or civil partnership, ethnicity, nationality, race, age, religion or belief, or other protected category. Treat everyone with respect. Remember to consider what you are saying and how it would feel if it were said to or about you. Offensive or discriminatory actions or comment will not be tolerated. Publication or sharing of confidential or sensitive information will not be tolerated.
2. **Harassment is not tolerated under any circumstances.** Harassment can include speaking in a way that makes another person feel uncomfortable or threatened, paying unwanted attention to a person, and physical touch without the other's permission. Sexual harassment can include verbal innuendo and sexual comments, sexual jokes and stories, displaying pictures or sending emails containing sexual content, making sexual gestures, asking for sexual favours.
3. **Speak up if you see or hear something that is unacceptable.** Harassment is not tolerated, and you are empowered to politely engage when you or others are disrespected. The person making you feel uncomfortable may not be aware of what they are doing, and politely bringing their behaviour to their attention is encouraged. If you do not feel comfortable speaking up, please discreetly let a member of the Association's staff know and we will take action.

If a participant engages in harassing or uncomfortable behaviour, the event organisers may take any action they deem appropriate, including warning or expelling the offender from the event. If you are being harassed or feel uncomfortable, notice that someone else is being harassed, or have any other concerns, please contact a member of the event staff immediately.

This policy extends to working groups, forums, online conversation, sector conferences, industry events and covers all parties that may be present, from other attendees to the ADE team to the event staff.

The Association reserves the right to refuse admittance to, or remove any person from, any ADE hosted event (including future events) at any time in its sole discretion. This includes, but is not limited to, attendees behaving in a disorderly manner or failing to comply with this policy, and the terms and conditions herein.

If a participant engages in harassing or uncomfortable behaviour, the Association and the event organisers may take any action they deem appropriate, including warning or expelling the offender from the event.

Any person that participates in any way in our events is covered by this policy.

The Association takes violations of our policy seriously and will respond appropriately.

Why this policy is important

Harassment at events and in online communities is unfortunately common. Creating an official policy aims to improve this by making it clear that harassment of anyone for any reason is not acceptable within our events and communities. This policy may prevent harassment by clearly defining expectations for behaviour, aims to provide reassurance, and encourages people who have had bad experiences at other events to participate in this one.

For further information please contact:

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