



## **Code of Conduct for our events**

All attendees, sponsors, partners, volunteers and staff at our event are required to agree with the following Code of Conduct. Mistral enforces this code throughout the event. We are expecting cooperation from all participants to help ensure a safe environment for everybody.

### **The Quick Version**

Mistral events are dedicated to providing a harassment-free experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, nationality, or religion. We do not tolerate harassment of event participants in any form. Sexual language and imagery is not appropriate at any event venue, including hacks, talks, workshops, parties, social media and other online media. Event participants violating these rules may be sanctioned or expelled from the event at our discretion.

Harassment includes offensive verbal comments related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, nationality, religion, sexual images in public spaces, deliberate intimidation, stalking, following, photography or audio/video recording against reasonable consent, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

Photography is encouraged, but other participants must be given a reasonable chance to opt out from being photographed. If they object to the taking of their photograph, comply with their request.

## **Enforcement**

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

If a participant engages in harassing behaviour, Mistral retains the right to take any actions to keep the event a welcoming environment for all participants. This includes warning the offender or expulsion from the event.

Mistral may take action to redress anything designed to, or with the clear impact of, disrupting the event or making the environment hostile for any participants.

We expect participants to follow these rules at all event venues and event-related social activities. We think people should follow these rules outside event activities too!

## **Reporting**

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible. Mistral staff can be identified by t-shirts or special badges. Harassment and other code of conduct violations reduce the value of our event for everyone. We want you to be happy at our event. People like you make our event a better place.

## **Personal Report**

You can make a personal report by:

- Calling or texting +387 65 242 242 . This number is continuously monitored for the duration of the event.
- Contacting a Mistral staff member, identified by Mistral badges, or shirts.

When taking a personal report, our staff will ensure you are safe and cannot be overheard. They may involve other Mistral staff to ensure your report is managed properly. Once safe, we'll ask you to tell us about what happened. This can be upsetting, but we'll handle it as respectfully as possible, and you can bring someone to support you. You won't be asked to confront anyone and we won't tell anyone who you are. Our team will be happy to help you contact local law enforcement, local support services, or otherwise assist you to feel safe for the duration of the event.

We value your attendance.

We expect participants to follow these rules at all Mistral event venues and event-related social events.

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