

## Code of Conduct

Our Code of Conduct outlines the standards governing the behaviour of delegates, speakers, sponsors, and staff participating in the events and activities organized by With Intelligence. It serves as a framework for fostering a welcoming and respectful environment for all participants, both in person and virtually.

## Commitment to Inclusivity

We are dedicated to cultivating an environment that embraces diversity and respects the dignity of all individuals involved in our events. Discriminatory behaviour, in any form, will not be tolerated. This includes but is not limited to actions or remarks that are based on characteristics that include Age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race including colour, nationality, ethnic or national origin; religion or belief; sex; sexual orientation, or body size.

## Expectations

- **Professional Behaviour:** Attendees are expected to conduct themselves in a professional manner. Harassment, including any form of unwelcome behaviour such as inappropriate comments, physical contact, intimidation, or stalking, is strictly prohibited, as is photography or recording of an individual without consent. Offensive comments related to gender, sexual orientation, disability, physical appearance, body size, race or religion will not be tolerated.
- **Communication Standards:** All communication should be appropriate for a professional audience.
- **Responsible Networking:** While networking is encouraged as a key part of our events, and we hope you will attend all appropriate sessions and the various networking breaks and activities, overt marketing or solicitation is highly discouraged.

- **No Extraneous Events:** Organising private meetings or meals unrelated to the official event without prior approval is not permitted.
- **Responsible Alcohol Consumption:** Attendees are expected to consume alcohol responsibly and only in designated areas and times. Excessive alcohol consumption may result in denial of service.

## Breach of Conduct

- **Reporting Violations:** Any attendee witnessing a violation of this policy may report it confidentially to a staff member of With Intelligence.
- **Immediate Compliance:** Individuals asked to cease inappropriate behaviour must comply promptly. Failure to adhere to these rules may result in expulsion from the event without refund and possible ban from future event attendance. Failure to comply may also lead to removal by security if they are deemed a risk to others and/or themselves.
- **Legal Considerations:** Serious breaches, including suspected criminal offenses, may prompt legal action and involvement of relevant authorities.
- **Employer follow up:** Any breaches of our Code of Conduct will be reported to the employer of the individual at fault.

## Questions

For any questions relating to our policy please see below:

Event attendees – please email [event\\_conduct@withintelligence.com](mailto:event_conduct@withintelligence.com)

With Intelligence staff – please email [HR@withintelligence.com](mailto:HR@withintelligence.com) and cc your line manager