

## **GLOBE Victoria Code of Conduct**

At GLOBE Victoria, our aim is to connect and nurture LGBTIQ+ communities. We work hard to build a culture where everyone belongs and feels welcome whether at our in person or online events and on our social media channels. We want to ensure GLOBE Victoria continues to be a safe and welcoming environment for all who wish to be part of it.

While we aim to ensure everyone gets the most out of GLOBE Victoria, it is also important that we ensure there are a few guidelines in place to make interactions with GLOBE Victoria an enjoyable experience for everyone. If you choose to be involved with us in any way, we take it as given that you agree to the following behaviours.

The sale and use of tickets to all in person and online events run by GLOBE (“Events”) as well as any posts or comments on any of our social media channels (“Posts”) are governed by this Code of Conduct. Please make sure you take the time to read and familiarise yourself with this document.

### **General Expectations**

We expect you to:

- See people as people first, show respect to everyone and never discriminate
- Assume good intent and practice empathy
- Remember that we run Professional Networking Events.

We will not tolerate behaviour or speech that:

- Makes people feel unsafe, intimidated or uncomfortable (including flirtation)
- Could be considered demeaning, biased or discriminatory (including jokes, innuendo or dismissive attitudes)
- Could be considered harassment (including inappropriate contact, failure to maintain personal space, offensive language or imagery).

### **Behaviour at Events**

- By registering for and/or attending any Event, attendees agree to comply with this Code of Conduct and accept all of its conditions.
- Any failure to comply with the Code of Conduct may result in:
  - Immediate cancellation of your ticket, with no refund (where applicable) for tickets or any other associated costs
  - Ejection from the Event
  - A ban from future GLOBE Victoria Events
  - Revocation of your GLOBE Victoria membership.
- The named ticket holder remains responsible for the use of the ticket, whether or not they are the actual attendee of the Event.



- Attendees must abide by any rules, terms or conditions outlined by the venue, irrespective of said rules being expressed verbally or in writing in addition to their obligations under this Code of Conduct.
- Attendees are required to adhere to all federal, state and local laws and by-laws regarding use of venue and behaviour at Events.
- Dangerous, illegal or offensive activities will not be tolerated, including but not limited to:
  - Aggressive actions towards other attendees including fighting, assault or the threat of violence
  - Offensive behaviour (such as sexist, racist, ageist, homophobic, biphobic, transphobic, deliberate misgendering or otherwise demeaning or offensive language)
  - Indecent exposure, harassment or overly sexual language
  - Possession of weapons or other articles which could result in substantial risk or harm to persons or property
  - The possession, use or sale of illicit drugs.

Attendees participating in the aforementioned or other dangerous or illegal activities will be ejected from the Event and future attendance may be jeopardised.

- Respect and consideration must always be given to other attendees and any members of the general public. This includes all volunteers and venue staff. Rudeness, use of indecent language and other obscenities will not be tolerated, and may result in being ejected from the Event.
- We are an organisation built on inclusiveness. Behaviour involving discrimination on the basis of race, gender, appearance, sexual orientation, gender identity, religion, ethnicity or disability will not be tolerated and may result in being ejected from the Event.
- Care has been taken to ensure our venues are safe and welcoming for all. Attendees agree that GLOBE Victoria, its management, volunteers and members are not responsible for any loss, damage, theft or injury that occurs during any event. Attendees are responsible for their property, individual actions and any repercussions that may result.
- Venue security at Events are there to ensure the safety of attendees, venue staff, volunteers and the venue. Attendees agree that security personnel may eject attendees from any Event for endangering the safety of other attendees, staff, volunteers, venue or themselves or for breaching this Code of Conduct or venue policies. Any decision on whether the Code of Conduct has been breached will be made by a Director of GLOBE Victoria.
- GLOBE Victoria expects all attendees at our Events to ensure that they consume alcohol responsibly. Our in-person Events are held on licenced premises where the responsible service of alcohol is enforced. Any attendee deemed not to be consuming alcohol responsibly or appearing intoxicated may be ejected from the venue without refund of their ticket.



- GLOBE Victoria will cooperate with any other attendee or police in relation to identifying attendees who have breached any part of this Code of Conduct.
- All GLOBE Victoria Events are inclusive, not only of our diverse LGBTIQ+ communities but also of our allies and those who make our events possible, including venue staff. Everyone is welcome and should be treated with respect. Anyone found not to embrace this value at a GLOBE Victoria Event will be ejected without refund of ticket price.

### **Social Media**

- By posting or commenting on any of GLOBE Victoria's social media channels or pages ("Posts"), posters agree to comply with this Code of Conduct and accept all of its conditions.
- Any failure to comply with or breach of the Code of Conduct may result in:
  - Immediate revocation of your ability to post on any or all of our social media channels
  - A ban from future GLOBE Victoria events
  - Revocation of your GLOBE Victoria membership.
- Posters are required to adhere to all federal, state and local laws and by-laws regarding their Posts.
- Dangerous, illegal or offensive activities will not be tolerated, including but not limited to:
  - Posts that are aggressive or threatening in nature
  - Offensive posts (including sexist, racist, ageist, homophobic, biphobic, transphobic, or otherwise demeaning or offensive language including deliberate misgendering)
  - Posts that could be considered harassment or any other form of unwanted or unwelcome attention.
- We are an organisation built on inclusiveness. Behaviour involving discrimination on the basis of race, gender, appearance, sexual orientation, gender identity, religion, ethnicity or disability will not be tolerated.

