



# Code of Conduct

## PURPOSE

Fizzy Collective is committed to providing a harassment-free experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, caste, social status, religious affiliation or marital or parental status. We do not tolerate harassment in any form. Members violating these rules may face consequences including, but not limited to, expulsion from the Fizzy Collective space without a refund.

By becoming a member, you are agreeing to abide by these guidelines. We expect our community to help us realise a safe and positive experience for everyone.

## WHAT CONSTITUTES HARASSMENT

Harassment includes, but is not limited to:

Verbal comments that reinforce discrimination based on gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, caste, social status, or religion.

Sexually-charged jokes, statements, or comments.

Creation or display of sexual images in public spaces.

Prejudicial surveillance, deliberate intimidation, stalking, or unwanted following.

Harassing photography or video/audio recording.

Sustained disruption of talks or other events.

Inappropriate physical contact.

Invasion of personal space.

Unwelcome sexual attention.

Advocating for, or encouraging, any of the above behavior.

These behaviors, as well as others described below, are not conducive to a welcoming environment and are therefore prohibited in all spaces (physical and virtual) that are encompassed in this agreement.

## ENFORCEMENT

If a participant engages in harassing behavior, we retain the right to take action in order to maintain a welcoming environment for other participants. This includes warnings, expulsion from the space without a refund, or other measures deemed appropriate. Our team is authorized to address anything designed to, or with the clear impact of, making the environment hostile for any participants. We expect participants to follow these rules in all spaces (physical and virtual) including social activities, and we encourage participants to follow these guidelines outside of these spaces as well.

## ONLINE GATHERINGS

Not all events, workshops, conferences or interactions are necessarily linked to a physical space. But regardless of the mode of interaction, all other guidelines apply here, and extend to unwelcome or deliberately ill-intentioned activity directed at participants via social networks, forums or other online platforms linked to their participation in online or physical spaces.

## REPORTING

If someone makes you or anyone else feel unsafe or unwelcome, we encourage you to report it as soon as possible. All claims are taken seriously and will be handled by event organizers or dedicated staff. You can make a report either personally or anonymously, both detailed below.

## ANONYMOUS REPORT

You can use a service like Tuta or AnonAddy to anonymously send an email to Fizzy Collective to highlight an issue. We commit to fully investigating and acting on information we receive through anonymous reporting.