

ESSA Event & Working Group Individual Code of Conduct - Aug 2023

The Event Supplier & Services Association (ESSA) organises a number of industry networking events and working groups each year. It is important to us that we create an environment, which is safe, inclusive and harassment-free for everybody.

We respectfully ask all; attendees, members, sponsors, partners and speakers to follow our code of conduct at all ESSA events and working groups. Any breaches will be dealt with seriously and may mean temporary or permanent exclusion from our events.

The ESSA Event Code of Conduct:

ESSA strives for all our events to be a 100% positive experience from beginning to end for everyone. We celebrate and welcome the diversity of all attendees, members, sponsors, partners, speakers and employees and will not tolerate discriminatory behaviour by or towards anyone taking part in our events (whether in-person or virtually).

By attending ESSA events and working groups, you're agreeing to respect and be kind to everyone present, regardless of their gender, race, religion, age, sexual orientation, ability or any other aspect of what they look like, where they come from or who they are.

We do not tolerate:

- Verbal comments that indicate superiority related to; gender, gender identity or expression, sexual orientation, ability, physical appearance, body size, race, age or religion.
- Deliberate intimidation.
- Sustained disruption of talks.
- Unsolicited physical contact
- Advocating for, or encouraging any of the above behaviour

Anyone engaging in such behaviour may be asked to leave the event and may be refused entry to future events and working groups, at the sole discretion of ESSA.