



Conference Code of Conduct

RSVP and our local organizers aim to provide a safe and harassment-free environment at this conference for everyone regardless of age, sex, gender, gender identity and expression, sexual orientation, disability, race, ethnicity, nationality, or religious beliefs.

This code also concerns (but is not limited to): homophobia, transphobia, gender discrimination, body shaming, ableism (whether with regard to physical, sensory, or mental dis/ability or impairment), racism, classism, and ageism.

RSVP members and conference attendees should be aware that they are bound by the codes of conduct in effect at their home institutions and/or workplaces. Our code of conduct does not supersede these workplace codes but is intended to underscore them.

Speakers are asked to frame discussions as openly and inclusively as possible and to signal awareness of how language or images may be perceived by others.

Behaviours that are unacceptable at our conference include:

- **Harassment or intimidation** based on gender, race, sexual orientation, gender identity, gender expression, disability, physical appearance, ethnicity, religion, or other group identity
- **Intrusive photography or recording without permission.** Attendees may take photographs or make recordings as long as it does not violate others' expressed wishes. We encourage you to ask permission.
- **Sexual harassment or intimidation,** including unwelcome sexual attention, stalking (physical or virtual), unsolicited physical contact, discriminatory verbal comments, advocating for, or encouraging, any of the above behavior

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