

## Code of Conduct

We are committed to providing a friendly, safe and inclusive environment for all our members and event attendees, regardless of gender, sexual orientation, race or ethnicity, religion or disability. This code of conduct outlines our expectations for member/participant behaviour.

### Expected behaviour

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- Be considerate and respectful
- Refrain from demeaning, discriminatory or harassing behaviour or speech
- Be mindful of your fellow attendees, alert a Sonraí committee member if you notice inappropriate behaviour

### Unacceptable behaviour

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- Unacceptable behaviour includes intimidating, harassing, abusive, discriminatory, derogatory or demeaning conduct.
- Harassment includes offensive verbal or written comments related to gender, sexual orientation, race or ethnicity, religion or disability

## Consequences of unacceptable behaviour

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- Unacceptable behaviour will not be tolerated
- Anyone asked to stop unacceptable behaviour is expected to comply immediately
- If a participant engages in unacceptable behaviour the Sonraí Committee may take any action they deem appropriate, up to and including expulsion from the specific event, the Network and any future events without warning

## Reporting unacceptable behaviour

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- If you are subjected to unacceptable behaviour, notice that someone else is being subjected to unacceptable behaviour, or have any other concerns, please notify a member of the Sonraí Committee as soon as possible. All reports will remain completely confidential.

We expect all participants to adhere to these guidelines at all venues, whether in person or online, and social events.

Thank You

Thank you for helping to make the Sonraí Irish Data Stewardship Network a welcoming and positive experience for everyone.