

CODE OF CONDUCT



All delegates at our events are required to comply with the following code of conduct. Hanson Wade will enforce this code throughout all events. We expect cooperation from all participants to help ensure a safe environment for everyone.

Hanson Wade is dedicated to providing a harassment-free event experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, race, ethnicity, or religion.

We do not tolerate harassment of event participants in any form. Harassment includes offensive written or verbal comments related to:

- Gender, Gender Identity and Expression
- Age
- Sexual Orientation
- Disability
- Physical appearance
- Race
- Ethnicity
- Religion (or lack thereof)
- Technology choices
- Sexual language and imagery
- Deliberate intimidation
- Stalking
- Harassing photography or recording
- Sustained disruption of talks or other events
- Inappropriate contact
- Unwelcome sexual attention

Participants asked to stop any harassing behaviour are expected to comply immediately. If a participant engages in harassing behaviour, the organisers may take appropriate action, including but not limited to a formal warning to the full removal from the event.

Reporting

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact us as soon as possible:

Via Digital Platform: Hanson Wade staff are visible as 'Organisers' for the duration of the event, please contact them directly via the chat function

Via Email: customer.service@hansonwade.com

Hanson Wade Customers and Staff are expected to follow this code of conduct.