

Code of Conduct for BelTech [Belfast Technology Conference]

BelTech is dedicated to fostering an open, inclusive, and respectful environment for all participants. We celebrate the diversity of thought and experience within our community, encouraging collaboration and constructive dialogue. We believe in the power of technology to bring people together, and we are committed to ensuring that every attendee feels safe, valued, and respected.

Sexual language and imagery is not appropriate for any event venue, including talks, workshops, receptions, Twitter or any other online media. Event participants violating these rules may be sanctioned or expelled from any event without a refund at the discretion of the group organisers or venue hosts.

This Code of Conduct applies to all participants, including speakers, sponsors, exhibitors, volunteers, staff and attendees. It covers all aspects of the conference, including:

- The conference venue
- Online discussion platforms (including social media, chat groups, and conference forums)
- Social events associated with the conference (both official and unofficial)

All participants are expected to adhere to the Code of Conduct throughout the entirety of the event and in any related activities.

Photography Policy

Our events will have various photographers and videographers present for visual documentation of the event. Pictures and videos will be published on BelTech.co and on social media channels and on marketing materials for future events.

If you do not want to be included in photographs and videos, please communicate this to event organisers and the photographers and videographers.

Expected Behaviours

1. **Respectful Communication:** Treat all participants with courtesy and respect, even when there are disagreements. Engage in constructive discussions, providing thoughtful feedback and avoiding personal attacks.
2. **Inclusivity:** Be mindful of cultural differences and ensure that your language, behaviour, and materials do not exclude or offend others.
3. **Professionalism:** Maintain a professional demeanour in all interactions, whether in person or online.
4. **Constructive Feedback:** When offering feedback, aim to be constructive, offering suggestions that foster learning and collaboration rather than criticism that could alienate or discourage others.

5. **Respect for Privacy:** Refrain from sharing personal information or images of participants without their explicit consent.

Unacceptable Behaviours

The following behaviours are unacceptable at BelTech and may result in consequences:

1. **Harassment:** Any form of harassment, including but not limited to, verbal comments or gestures related to gender, sexual orientation, race, religion, disability, appearance, or other protected characteristics.
2. **Abuse:** Any type of physical, verbal, or emotional abuse, including bullying, threats, or intimidation.
3. **Discrimination:** Acts of exclusion, bias, or prejudice based on characteristics such as race, gender, sexual orientation, age, or disability.
4. **Inappropriate Use of Materials:** Displaying, distributing, or using inappropriate, offensive, or sexually explicit materials or language in any format (including presentations, virtual spaces, or promotional materials).
5. **Disruption of the Event:** Any behaviour that interrupts or detracts from the focus of the conference, including unauthorized sales pitches, excessive noise, or failure to respect event schedules and instructions.

Consequences for Unacceptable Behavior

Violations of this Code of Conduct will not be tolerated. Consequences for unacceptable behaviour may include:

- **Removal from the conference** without a refund
- **Ban from future events** organized by Aisling Events
- **Notification of relevant authorities**, if the behaviour constitutes a legal violation Conference organizers will take action as deemed appropriate and fair, considering the nature and severity of the violation.

Reporting Violations

If you experience or witness any violation of this Code of Conduct, we encourage you to report it immediately. You can report incidents in the following ways:

- **In-person reporting** to designated event staff or organizers (who will be clearly identified at the event)
- **Email reporting** to c.mccann@aisling-events.com for confidential complaints

All reports will be treated seriously and confidentially. When reporting an incident, please provide as much information as possible, including the names of individuals involved, witnesses, and a detailed description of the situation. The conference organizers will review all reports and respond as promptly as possible.

Commitment to Fair Resolution

We are committed to ensuring that all reports of misconduct are addressed in a fair, transparent, and timely manner. Conference organizers will take appropriate steps to investigate incidents, communicate with involved parties, and take necessary actions to resolve the situation and maintain a safe environment.

Comments and Complaints

Comments, concerns, questions and complaints are welcome and encouraged and should be addressed to c.mccann@aisling-events.com

By attending BelTech you agree to abide by this Code of Conduct. Let's work together to create a positive, respectful, and inclusive experience for everyone.

This code sets clear expectations for behaviour and ensures a positive and safe environment for all participants at BelTech.