



# ACFID Conference Code of Conduct

OCTOBER 2019

*ACFID, along with its members, always aims to create an environment where harassment of any kind is not tolerated. This includes but not limited to harassment based on race, gender, religion, age, colour, national origin, ancestry, disability, socioeconomic status, sexual orientation, or gender identity.*

## **NATIONAL CONFERENCE CODE:**

Harassment and behaviour that intimidates are not welcome at the ACFID's National Conference. This includes speech or behaviour (including in public presentations and on-line discourse) that intimidates or interferes with a person's participation or opportunity for participation in the community or the conference.

Harassment includes but is not limited to unwanted physical, verbal or non-verbal conduct based around structures of domination (related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, etc.); sexual images in public spaces; deliberate intimidation, stalking, or following; harassing photography or recording; sustained disruption of talks or other events; inappropriate physical contact; unwelcome sexual attention; and advocating for or encouraging any of the behaviour listed above.

## **IMPLEMENTATION**

The behaviour of all participants at the conference help keep our ACFID Conference a safe, welcoming, and friendly space for all participants!

If you are being harassed, notice that someone else is being harassed (active bystander principle), or have any other concerns, please contact an ACFID staff member or volunteer or someone you trust who can contact an ACFID staff member on your behalf.

Any participant at the Conference asked to cease and desist harassing behaviour is expected to comply immediately.

## **REPORTING AND RESOLUTION:**

1. If you are being harassed, notice that someone else is being harassed (active bystander principle), or have any other concerns, find an ACFID staff member who can be identified by their name badges. They will assist you. They will help participants contact university security or police, provide escorts, or otherwise assist those experiencing harassment and will help them to feel safe for the duration of the event.
2. If you have been harassed via email or social media, you may send emails or screenshots to [safeguarding@acfid.asn.au](mailto:safeguarding@acfid.asn.au).
3. Anyone engaging in harassing behaviour will be asked to cease immediately or face expulsion or other sanctions.
4. Where the accused is associated with an ACFID member, ACFID will report to the relevant member organisation, and support the victim in making informal or formal

complaints via that members' organisation's processes. Otherwise, ACFID will follow our own harassment policies.

5. If an incident results in corrective action, then ACFID will support those harmed by the incident, both publicly (where appropriate) and privately.

ACFID is keen to learn from and improve our processes on an ongoing basis. If anyone encounters problems or issues attempting to help a victim of harassment while following ACFID's guidance, please contact ACFID on (02) 6285 1816 to provide feedback.

### **RELEVANT SERVICES IN SUPPORT OF A SAFE CONFERENCE:**

#### **UNSW Security**

UNSW has a comprehensive 24-hour security presence on campus. For the fastest response, call Security Services:

- In an emergency, call 9385 6666
- For everything else, call 9385 6000
- Go to the Security Office at Gate 2, open 24/7
- Email <mailto:security.services@unsw.edu.au>

#### **1800Respect – National Sexual Assault, Domestic Family Violence Counselling services**

If you have been affected by sexual misconduct you can contact the national sexual assault, domestic and family violence support service, 1800 RESPECT (1800 737 732).

#### **Shebah Rideshare**

Shebah is an all women rideshare for all women including trans, genderqueer women and non-binary people who are significantly femme-identified.

Download the Shebah App <https://shebah.com.au/>