

Code of Conduct for Bright Network Event Participants

The Bright Network community is made up of a network of people with a common agenda, cause, and interests, who collaborate by sharing ideas, information, and resources. It is of utmost importance to Bright Network that each and every person attending one of our events has a positive and rewarding experience and to that end, we invite all sponsors, volunteers, speakers, attendees, vendors, and others (“Participants”) to help us realize a safe, respectful, and positive experience for everyone. When you participate in an event hosted by Bright Network you are contributing to the overall experience, which makes us all accountable to each other.

Bright Network has established this Code of Conduct to provide guidelines to Participants and to ensure that all Participants understand what behaviour is expected, and what behaviour will not be tolerated at a Bright Network event. Due to the huge interest in our events – with event applications vastly outpacing event attendee spaces – Bright Network expects all Participants to abide by this Code of Conduct at all events. This includes event-related social events at off-site locations, and in related online communities and social media.

Bright Network is dedicated to providing a harassment-free and inclusive event experience for everyone regardless of gender identity and expression, sexual orientation, disabilities, neurodiversity, physical appearance, body size, ethnicity, nationality, race, age, religion, or other protected category. Participants asked to stop any harassing behaviour are expected to comply immediately.

EXPECTED BEHAVIOUR

Failure to adhere to the below expected behaviour may impact your future event attendance. Bright Network expects that event participants will:

1. Inform Bright Network at least 24 hours prior to an event if they can no longer attend an event.
2. Complete all required pre- and post-event surveys/details.
3. Be present and engaged for the entire duration of the event. Arriving late or leaving early is not considered appropriate behaviour.
4. Be considerate and respectful to all participants at events.

5. Refrain from demeaning, discriminatory, or harassing behaviour, materials, and speech.
6. Respect others' property including but not limited to personal property, event space and materials is expected at all times.
7. Speak up if they observe anything at an event that conflicts with this Code of Conduct. If you are being harassed or feel uncomfortable, notice that someone else is being harassed, or have any other concerns, please contact a member of the Bright Network event staff immediately.

UNACCEPTABLE BEHAVIOUR

Unacceptable behaviour from any Bright Network member will not be tolerated. Unacceptable behaviour includes, but is not limited to:

1. Intimidating, harassing, abusive, discriminatory, derogatory, or demeaning speech, materials, or conduct by any Participants of the event and related event activities. Many event venues are shared with members of the public; please be respectful to all patrons of these locations.
2. Violence, threats of violence, or violent language directed against another person.
3. Sexist, racist, homophobic, transphobic, or otherwise discriminatory jokes and language.
4. Personal insults, particularly those related to gender, sexual orientation, race, religion, or disability.
5. Loss, damage, misuse or theft of property, records, funds or other assets belonging to the Bright Network or its associated event spaces.
6. Inappropriate photography or recording.
7. Any boisterous, lewd, or offensive behaviour or language, including but not limited to using sexually explicit or offensive language, materials or conduct, or any language, behaviour, or content that contains profanity, obscene gestures, or racial, religious, or ethnic slurs.
8. Failure to obey any rules or regulations of the event venue.

CONSEQUENCES OF UNACCEPTABLE BEHAVIOUR

Unacceptable behaviour will not be tolerated. Anyone asked to stop unacceptable behaviour is expected to comply immediately. If a Participant engages in unacceptable behaviour, Bright Network may take any action it deems appropriate, including warning or expelling the offender from the event. For more egregious behaviour, Bright Network may, in its reasonable discretion, temporarily ban or permanently expel a Participant from the Bright Network membership.

WHAT TO DO IF YOU WITNESS OR ARE SUBJECTED TO UNACCEPTABLE BEHAVIOUR

If you are subjected to unacceptable behaviour, notice that someone else is being subjected to unacceptable behaviour, or have any other concerns, please notify Bright Network event staff as soon as possible. Bright Network event staff will be available to assist those experiencing unacceptable behaviour to feel safe for the duration of the event. All reports will remain completely confidential.

ATTRIBUTION

This Code of Conduct is the product of Bright Network's commitment to create and nurture a welcoming, respectful, and collaborative community, and we thank our Participants for sharing our commitment. The framework of this Code of Conduct was inspired by the Open Source Bridge Code of Conduct, released under a Creative Commons Attribution-ShareAlike license, and the Google Anti-Harassment Policy, licensed under the Creative Commons Zero License.