

RRR Network Events Code of Conduct and Protocols 2022

Code of Conduct:

The RRR Network requires all attendees, speakers, sponsors, and volunteers at any RRR Network Event to agree with the following code of conduct.

- The RRR Network will enforce this code throughout the events. We expect cooperation from all participants to help ensure a safe environment for everybody.
- The RRR Network provides a harassment-free experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, or religion (or lack thereof). We do not tolerate harassment from event participants in any form.
- Harassment includes offensive verbal comments related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of speeches, inappropriate physical contact, and unwelcome sexual attention.
- Sexual language and imagery are not appropriate for any RRR Network Event or on any social media relating to RRR Network Events.
- Participants asked to stop any harassing behaviour are expected to comply immediately.
- Sponsors are also subject to the anti-harassment policy.
- If a participant engages in harassing behaviour, the RRR Network will take any action they deem appropriate, including warning the offender or expulsion from events.
- If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of the RRR Network staff or board immediately.
- RRR Network staff or board members will be happy to help participants contact venue security or police if required.
- We will also provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the RRR Network event. We value your attendance.
- We expect all invited guests, media, participants, and sponsors of RRR Network events to follow these rules at the events themselves and at any related social events.

RRR Network Events Code of Conduct and Protocols 2022

Event Protocols:

The RRR Network is guided by the below practises and will continue to do their best of their ability in providing events that consider the needs of all its participants including cultural, emotional, sensory, and physical requirements.

- RRR Network events are to ensure that those with accessibility requirements are able to fully participate and access the event or activity with ease.
- To ensure speeches can be clearly heard and enjoyed, the RRR Network will ensure audio equipment is used at all events.
- All efforts will be made to ensure that those with parenting responsibilities can bring their children if they wish. Although, full responsibility of care remains with the parent.
- For those RRR Network events and activities that offer catering, the RRR Network will always ask in advance of the event for an individual's dietary requirements and ensure personal needs are met to the best of the RRR Network's ability.
- All formal RRR Network events will Acknowledge Country and when deemed suitable a Welcome to Country will be celebrated. At informal events, such as sundowners, Acknowledgement of Country will only occur if the environment is considered to be appropriate and respectful.
- RRR Network will always offer name badges for event participants to encourage welcoming, safe and inclusive spaces and open communications among all of its participants.
- RRR Network event participants will receive an email reminder at least 24 hours prior to their event booking. This email will provide all necessary event details, including, venue location, time to start and end and what is expected of them to attend and participate.

If you wish to discuss any of the above further and or raise a concern from a personal experience of yours related to a RRR Network event please contact:

Kendall Galbraith

CEO of the RRR Network

0410 785 726 or ceo@rrrnetwork.com.au.

