



PIBBSS EVENT CODE OF CONDUCT

PIBBSS is an avenue for research and discovery. To that end, we organize events, some brief or online, others longer and in-person. Please note that the following code of conduct in events is relevant to all events organized by PIBBSS.

PIBBSS is committed to providing a safe, inclusive, and welcoming environment for all participants, regardless of gender, sexual orientation, race, ethnicity, religion, disability, age, socioeconomic status, or any other characteristic.

To ensure a positive experience for everyone, we expect all attendees, speakers, sponsors, volunteers, and staff to abide by the following Code of Conduct:

- To be kind, curious, respectful, and understanding
- To respect the boundaries of others
- To create an atmosphere of inclusivity and to look out for yourself and others
- To not harass, harm, threaten or disrupt others. Sexual harassment, racism, homophobia, transphobia, religious discrimination, and other offensive and discriminatory behavior are strictly prohibited.
- To not abuse power or diminish others
- To not abuse substances or pressure others to consume them
- To engage with other participants, including speakers, in a way that is respectful and considerate of others' perspectives and experiences
- To comply to local, national and international law

These are not exhaustive rules but guidelines pointing towards the kind of atmosphere we aim to foster and create. At PIBBSS, we welcome open dialogue, discussion, and exploration of both common ground and disagreements. It is, however, essential that everyone feels comfortable talking and that they feel safe in the space we have provided. By attending our events, you acknowledge and agree to upholding these guidelines and to contribute to a constructive and respectful environment, and to make appropriate efforts to change your behavior if people feel uncomfortable as a result of your conduct.

You can report behavior you find worrying to [this \(name-optional\) form](#), which will alert both Dušan (Executive Director) and Nora (Board Director) to the situation. You can otherwise contact either of them separately if that is more comfortable (dušan@pibbss.ai and nora@pibbss.ai). If your complaint is related to PIBBSS staff, you can use [this form](#), which will alert a third party, which has the power to engage a lawyer proficient in the arbitration of these cases.

Photographs and Videos

By participating in a program hosted through PIBBSS, attendees grant the right to have photographs and videos taken of them in connection with the program. PIBBSS is authorized to copyright, use, and publish these images in print and/or electronically for any and all media or promotional purposes. In case of virtual events, recordings may be posted online with your name visible, or with your audio and video if you have your camera and microphone turned on.

PIBBSS may use such material for any lawful purpose, including for example such purposes as publicity, illustration, advertising, and Web content.

By participating in the PIBBSS event you agree to adhere to this Code of Conduct.

Responses to disrespecting the code of conduct outlined above can include, but are not limited to, giving a warning to the offender, removing the offender from the event, or informing the relevant authorities in cases of unlawful behavior.

We thank you for helping to create a safe and enjoyable experience for all attendees.

