

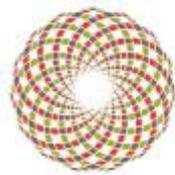
Te Pūnaha Matatini Event

Code of Conduct

The open exchange of ideas, the freedom of thought and expression, and respectful scientific debate are central to the aims and goals of a Te Pūnaha Matatini hosted or sponsored event. These require a community and an environment that recognises the inherent worth of every person and group, that fosters dignity, understanding, and mutual respect, and that embraces diversity. For these reasons, Te Pūnaha Matatini is dedicated to providing a harassment-free experience for participants at our hosted and sponsored events.

Harassment and hostile behavior are unwelcome at any Te Pūnaha Matatini event. This includes: speech or behavior (including in public presentations and on-line discourse) that intimidates, creates discomfort, or interferes with a person's participation or opportunity for participation in the event. We aim for Te Pūnaha Matatini events to be an environment where harassment in any form does not happen, including but not limited to: harassment based on race, gender, religion, age, color, national origin, ancestry, disability, sexual orientation, or gender identity. Harassment includes but is not limited to: verbal comments that reinforce social 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; harrassing photography or recording; sustained disruption of talks or other events; inappropriate physical contact; unwelcome sexual attention; and advocating for or encouraging any of the above behaviour.

It is the responsibility of the community as a whole to promote an inclusive and positive environment for our scholarly activities. In addition, any participant who experiences harassment or hostile behavior may contact any current member of the Te Pūnaha Matatini Executive Team or contact [nominated person



for event] who is usually available at the registration desk of the event. Please be assured that if you approach us, your concerns will be kept in strict confidence, and we will consult with you on any actions taken.

Implementation

This policy should be posted prominently on all event webpages, with a notice of a list of people who can be contacted by community members with concerns. In case of a formal complaint, the contacted Te Pūnaha Matatini representative(s) will first speak to all parties involved to try to resolve the issue – without presupposition of guilt.

For Te Pūnaha Matatini sponsored events, a condition of sponsorship is that event organisers develop and adopt a similar code of conduct or harrassment policy, post that policy prominently on event websites, and provide contact details for the event attendees in case of complaint.

Background

This policy was developed by the Te Pūnaha Matatini Executive Team with reference to similar policies adopted at many of our peer professional organisations.