



Code of Conduct

EMEA PUG Challenge welcomes everyone and is dedicated to defending anybody from harassment, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age or religion.

We do not tolerate harassment of conference participants in any form. Conference participants violating these rules will be sanctioned or expelled from the conference without a refund at the discretion of the conference organizers.

Harassment includes any verbal comments that reinforce social structure domination, sexual images in public spaces, deliberate intimidation, stalking or following, sustained disruption of talks or other events, inappropriate physical contact or encouraging any of the above behaviours. Sexual language and imagery will not be tolerated for any conference venue, workshops, parties, talks or online media.

Participants asked to stop any harassing behaviour are expected to comply immediately.

Exhibitors, sponsors or exhibitor representatives are also subject to the code of conduct. Partners and exhibitors should not use sexualized images, activities, or other material. Exhibition staff, conference organizers or representatives should not use sexualized clothing, uniforms or costumes or otherwise create a sexualized environment.

If a participant engages in harassing behaviour, event organizers retain the right to take action to maintain a welcoming environment for all participants. As organizers, we take the liberty of rejecting offers and collaboration with entities that have connections to child labour, exploitation of people, gambling, drugs or weapons.

We expect participants to follow these rules at all event venues and event-related social activities. If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact our event coordinators.

EMEA PUG Challenge Team

Conference staff will also be happy to help participants contact hotel/venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the conference.

We value your attendance.