X-Change 2024 Code of Conduct

X-Change User Conference is open to everyone. We are committed to providing a friendly, safe and welcoming environment for all, regardless of gender, sexual orientation, disability, ethnicity, or religion. This code of conduct outlines our expectations for participant behaviour as well as the consequences for unacceptable behaviour.

We invite and encourage all sponsors, volunteers, speakers, attendees, media, exhibitors, suppliers and other participants to help us make X-Change User Conference a safe and positive experience for everyone.

All event participants are expected to abide by this Code of Conduct at all conference venues and conference-related activities and events.

All decisions about appropriate or inappropriate behaviour are at the sole discretion of the event organisers IS³ Industry Software Solutions and Support, a Business Unit of Digital Industries (Pty) Ltd.

Expected Behaviour:
- Be considerate and respectful.
- Refrain from demeaning, discriminatory, or harassing behaviour and speech.
- Be mindful of your surroundings and of your fellow attendees. Alert conference organisers if you notice a dangerous situation or someone in distress.
- Follow the required Health & Safety Protocols where necessary.
- The accommodation and room occupancy limits should not exceed your booking confirmation.

Unacceptable Behaviour
- Unacceptable behaviour includes: intimidating, harassing, abusive, discriminatory, derogatory or demeaning conduct by any attendees of X-Change User Conference and related events including but not limited to social activities and networking functions.
- Harassment includes: offensive verbal comments related to gender, sexual orientation, race, religion, disability; nudity and/or sexual images in public spaces (including presentation slides); deliberate intimidation, stalking or following; harassing photography or recording; sustained disruption of talks or other events; inappropriate physical contact, and unwelcome sexual attention.
- Wearing clothing that is not suitable for a professional work environment, that is provocative, or otherwise potentially offensive.
- Physical, written, verbal or other abuse, intimidation, threats, annoyance, harassment, stalking, pushing, shoving or use of any physical force whatsoever against any person, which in any way creates a disturbance that is disruptive or dangerous, or creates anxiety in a person.

- Possession of any item that can be used as a weapon, and may cause danger to others.
- 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, gender, or ethnic slurs.
- Drinking alcohol outside designated areas and excessive alcohol consumption. Please drink **responsibly**.
- Possession or use of any illegal substance. X-Change User Conference is a zero tolerance event concerning the use or abuse of illegal substances anywhere in the venues or facilities.
- Smoking is not permitted other than in designated areas.
- Assembling for the purpose of, or resulting in, disturbing the peace, or committing any unlawful act or engaging in any offensive behaviour.
- Failure to obey any rules or regulations of the 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, the conference organisers reserve the right to take any action they deem appropriate, up to and including expulsion from the conference without warning or refund.

What to Do If You Witness or Are a Victim of Unacceptable Behaviour
- If you are subjected to unacceptable behaviour, notice that someone else is being subjected to unacceptable behaviour, or have any other concerns during the event, please notify a member of the IS³ Team as soon as possible. All reports will remain completely confidential.
- The X-Change User Conference team will be available to help participants contact venue security or local law enforcement, or to otherwise assist those experiencing unacceptable behaviour to feel safe for the duration of the conference. You can report unacceptable behaviour to any member of the Team who can be found in the Organiser's Office outside the Expo or you may contact the event director Neetu Michael, contact details Neetu.michael@is3.co.za 083 380 7192.

PHOTOGRAPHY/VIDEOGRAPHY
- Video recordings and photographs are being taken at this event. By entering you agree to have your image and likeness used by IS³ as agreed to upon your registration.