

EEA EVENT - CODE OF CONDUCT

EEA events are places where people can debate robustly, disagree openly, and learn from each other. This requires mutual respect, and we trust our members and event participants to act as the professionals they are; courteous to each other, generous in disagreement, and willing to call out or step back from behaviour that crosses the line.

What we expect

- Treat others with courtesy, even in strong disagreement
- Debate ideas hard, but never in ways meant to humiliate, intimidate, or exclude someone
- Take responsibility for the impact of your words and actions, not just your intent

What we will not tolerate

Harassment of any kind, including behaviour that targets someone because of their race, gender, religion, age, disability, sexual orientation, gender identity, or other personal characteristics.

This includes unwelcome physical contact, deliberate intimidation, sustained disruption of sessions, and offensive comments or material in person or online, including on event apps and platforms.

A simple test: if your behaviour would stop a reasonable person from participating fully and comfortably, don't do it.

If something goes wrong

Talk to any EEA team member or the registration desk.

We will treat what you tell us in confidence and talk you through what happens next before we act.

We will hear from everyone involved before forming a view, and we will not presume guilt.

Where the code has been breached, outcomes may range from a quiet word through to being banned from participating in future events.

For Sponsors and Partner events

If you are hosting or sponsoring an EEA event, we ask you to adopt a similar code, publish it on your event site, and make clear who attendees can contact with concerns.