

PHILANTHROPY AUSTRALIA CODE OF CONDUCT FOR CONFERENCE, SUMMIT AND EVENT PARTICIPATION

Philanthropy Australia (PA) is committed to providing safe and welcoming environments for all who participate in its conferences and other events. PA prohibits and will not tolerate any form of harassment, bullying, or discrimination. Our goal is to host events that are as inclusive as possible for our attendees, regardless of gender, sexual orientation/identity, race/ethnicity, disability, religion, employment status, or status in the sector. Accordingly, we believe that it is important for PA to support the free expression and exchange of ideas in environments that are positive and productive for all.

Purpose

PA has established this Conference, Summit and Events Code of Conduct (the “Code”) to serve as a guideline for the professional conduct of anyone attending or participating in the Conference, Summit and other events, and to inform attendees of the consequences for unacceptable behaviour. This Code of Conduct supplements and supports other PA policies such as the [Member Code of Practice](#). We expect all attendees at PA’s events to follow this Code so that all participants can enjoy our events, with respect for the rights of others. Failure to abide by this Code may be subject to corrective action and sanctions, such as being refused admission, or being asked to leave the event.

Scope and Applicability

The Code applies to all attendees, media representatives, speakers, partners, sponsors, staff, contractors, volunteers, organisers, and other guests (collectively referred to as “Participants”) at PA’s programs, conferences, summits, events, meetings, social gatherings, and other activities held, sponsored, or affiliated with PA. Your attendance at any of these events will be deemed to be your agreement to abide by this Code of Conduct.

No Solicitation Policy

At all PA events we invite PA members and the sector to come together with a shared passion and interest in achieving impact. Networking and conversations should be in that spirit and around that shared endeavour. We ask all participants to refrain from asking directly for funding or pitching for business.

Expected Behaviour

The following behaviours are expected and requested of all PA event participants:

- Behaving in a courteous and professional manner
- Treating all participants with respect, dignity, and consideration, in the spirit of valuing a diversity of views and opinions
- Being considerate, respectful, and collaborative in your communication and actions
- Discussing differences and critiquing ideas in a non-confrontational manner with due regard for the viewpoints of others
- Refraining from demeaning, discriminatory, or harassing behaviour and speech
- Reporting suspected inappropriate behaviours directed at yourself or others
- Respecting the rules, policies, and property of PA and its facilities and vendors
- Complying with all applicable laws and regulations

Prohibited Behaviour

Violations of this Code include but are not limited to the following:

- Harassment - defined for purposes of this Code to include unwelcome or offensive verbal, visual, or physical contact directed at any participant, including conduct, comments, or images that a person would reasonably find offensive, demeaning, or hostile
- Sexual harassment - defined for purposes of this Code to include unwelcome, unsolicited, and unreciprocated sexual advances, requests for sexual favours, and other verbal or physical conduct or gesture of a sexual nature that has or that might reasonably be expected or be perceived to offend, humiliate, or intimidate another person
- Exhibiting behaviour that is unruly or disruptive, or that endangers the health or safety of yourself or others
- Discriminatory conduct based on race, sex, sexual orientation, gender expression or identity, transgender status, age, national origin, disability, religion, marital status, veteran status, political affinity, or any other characteristic protected by law
- Deliberate intimidation, threatening, stalking, or following
- Sustained disruption of portions of the conference or event
- Invasion of privacy
- Actual or threatened pushing, shoving, or use of any physical force whatsoever against any person
- Failure to comply with directions of PA staff or venue personnel regarding operations or emergency response procedures
- Retaliation against participants for reporting activity that he or she reasonably believed to be in violation of this Code
- Knowingly and falsely reporting violations of this Code in bad faith

This Code is not intended to be all inclusive, and it is likely there will be conduct and/or issues that it does not specifically address. In that event, as in all others, participants are expected to follow the direction of PA staff who will take appropriate action to ensure the safety, security and well-being of participants.

Reporting Unacceptable Behaviour

If you believe that you are being subjected to inappropriate conduct, believe someone else is being subjected to inappropriate conduct, or to report a violation of this Code, please contact a member of the Executive or the CEO.

If you or someone else is in immediate danger, or if you see something suspicious or would like to report a security issue or emergency, please contact venue security or local law enforcement.

Reported violations of this Code will be taken as a serious matter and will be thoroughly investigated by PA with discretion. Participants are required to maintain the confidentiality of materials submitted to or received by you in connection with any reported violation. Although PA will make reasonable efforts to maintain the confidentiality of its investigation and any relevant materials, it cannot assure confidentiality. It may disclose case-related materials or information in response to legal processes when required by law, or when already publicly known, or when PA leadership otherwise determines disclosure is in the best interests.