

BQIT:25 CODE OF CONDUCT

BQIT:25 is a workshop intended for networking and collaboration in the quantum technology community. We value the engagement of each attendee and work to ensure all participants have an enjoyable and fulfilling experience. Accordingly, all attendees are expected to show respect and courtesy to other attendees throughout the workshop and at all workshop events. All attendees, speakers, sponsors and volunteers at BQIT:25 are required to agree with the following code of conduct. Organisers will enforce this code throughout the event. We expect cooperation from all participants to help ensure a safe environment for everybody. Thank you for helping make this a welcoming, friendly event for all.

THE SHORT VERSION

The BQIT team is dedicated to providing a harassment-free online conference experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack thereof), or technology choices. We do not tolerate harassment of workshop participants in any form. Sexual language and imagery is not appropriate for any workshop platform, including talks, panels, dinners, Twitter and other online media. Workshop participants violating these rules may be sanctioned or expelled from BQIT:25 at the discretion of the workshop organisers.

THE LONGER VERSION

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, or technology choices.
- Sexual images in public spaces.
- Deliberate intimidation, stalking, or following.
- Harassing photography or recording.
- Sustained disruption of talks or other events.
- Unwelcome sexual attention.
- Advocating for, or encouraging, any of the above behaviour.

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

Sponsors are also subject to the anti-harassment policy. In particular, sponsors should not use sexualised images, activities, or other material.

If a participant engages in harassing behaviour, the workshop organisers may take any action they deem appropriate, including warning the offender or expulsion from the BQIT:25 platforms.

WHO TO CONTACT

If someone makes you or anyone else feel unsafe or unwelcome, please contact our team as soon as possible through our email bqit-admin@bristol.ac.uk. Harassment and other code of conduct violations reduce the value of our event for everyone. We want you to be happy at our event. People like you make our event a better place.

The BQIT team will be happy to help participants contact local law enforcement or otherwise assist those experiencing harassment to feel safe for the duration of the workshop.

We expect participants to follow these rules on all workshop platforms and workshop-related online social events.

ATTENDEE PROCEDURE FOR INCIDENT HANDLING

1. The BQIT team will be prepared to handle the incident. All our staff are informed of the code of conduct policy and guide for handling harassment at the workshop.
2. Report the harassment incident to a BQIT team member through email at bqit-admin@bristol.ac.uk (this inbox will be frequently checked for the duration of the event). All reports are confidential. When taking a personal report, our staff will ensure this is confidential. They may involve other event staff to ensure your report is managed properly. During the reporting process, we'll ask you to tell us about what happened. This can be upsetting, but we'll handle it as respectfully as possible. You won't be asked to confront anyone and we won't tell anyone who you are.
3. We will only involve law enforcement or security at a victim's request. If you do feel your safety is in jeopardy please do not hesitate to contact local law enforcement by dialling 999. If you do not have a phone please ask a member of the BQIT team who can call on your behalf.

ATTRIBUTION

This Code of Conduct was adapted from [confcodeofconduct.com](https://www.confcodeofconduct.com) and [Geek Feminism Wiki](https://www.geekfeminism.org/wiki/).