



CODE OF CONDUCT

We believe that everyone involved in or attending Agile on the Beach has the equal right to be treated fairly and as an individual, and we expect everyone to behave with respect and courtesy to all irrespective of their role or circumstances.

To enable all to engage with Agile on the Beach, we work to the following standards:

ACCESSIBLE:

- We ask all delegates, sponsors and speakers to inform us of any specific individual needs (e.g. physical access, information formats, dietary requirements or faith needs) and we will do our best to accommodate those needs.
- We have conference information available in a variety of formats.

FAIR:

- We work to include all individuals, irrespective of their gender, family circumstances, marital status, race, ethnic origin, culture, religious belief, social circumstances, physical and intellectual ability, political beliefs, age or sexual orientation.
- We recognise, celebrate and value the diversity in our society and we are committed to encouraging the promotion and representation of all sectors within it.
- We select speakers and suppliers on the basis of relevance of content, quality and cost as detailed in the call for papers.

SAFE:

- We seek to create a conference environment in which all can participate fully and safely.
- We evaluate the physical safety of the conference including social events via our risk assessment, the key points of which are included in the opening of each conference day.
- We provide sufficient First Aid cover at all conference sites.
- All accidents and incidents are recorded via the Conference Office.
- The designated responsible person for Health & Safety is Claire Eason-Bassett, Event Manager.
- We expect all stakeholders to take responsibility for themselves and to co-operate with the conference team in creating a safe environment.

RESPONDING TO ISSUES

We are working to ensure that there are no issues regarding this code of conduct, however if you see or experience a contravention of this code, please let the conference team know immediately. Where appropriate, the issue will be investigated by the Agile on the Beach committee and formal response(s) given.

We operate a zero tolerance policy on bullying, harassment or violent behaviour (in person or online) and we reserve the right to remove any stakeholder from the conference (including social events) as necessary.

Incidents and issues are logged and monitored at the conference office throughout the event and via Mackerel Sky Events outside the event dates. We welcome your feedback at any point.