



Code of Conduct

Women In Product (WIP) is committed to providing a friendly, safe and welcoming environment for all attendees, sponsors, volunteers, speakers, organizers, venue staff, exhibitors, vendors, social media users, and other guests (collectively, "Participants") of the Women In Product Conference, other events, programs, and shared online platforms, free from discrimination for any reason including on the basis of gender, gender identity, sexual orientation, disability, race, ethnicity, age and religion. This Code of Conduct outlines our expectations for Participant behavior as well as the consequences for unacceptable behavior.

We invite all Participants to help us realize a safe and positive experience for everyone at our conference, other events, programs, and shared online platforms.

Please see the [Updated Code of Conduct](#) specific to the all Women In Product virtual events.

WITHIN ANY WIP ENVIRONMENT, YOU AGREE TO:

All Participants are expected to: be considerate, respectful, and collaborative; refrain from demeaning, discriminatory or harassing behavior or speech; be mindful of your surroundings and of your fellow Participants – your fellow Participants may have a different level of comfort with respect to language and personal space; and alert WIP staff if you notice a dangerous situation or someone in distress

UNACCEPTABLE BEHAVIOR:

Unacceptable behaviors include: intimidating, harassing, abusive, discriminatory, derogatory, or demeaning conduct; offensive verbal comments including as related to gender, gender identity, sexual orientation, disability, race, ethnicity, age, or religion; inappropriate use of 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. Some Women In Product venues are shared with members of the public; please be respectful to all patrons of these locations.

CONSEQUENCES OF UNACCEPTABLE BEHAVIOR

Unacceptable behavior by Participants will not be tolerated. Anyone asked to stop unacceptable behavior is expected to comply immediately. If a Participant engages in unacceptable behavior, the WIP staff may take any action they deem appropriate, at their sole discretion, up to and including expulsion from the WIP event, program, shared online platform, or social media space and ineligibility for volunteer leadership positions, without warning or refund.

WHAT TO DO IF YOU WITNESS OR ARE SUBJECT TO UNACCEPTABLE BEHAVIOR

If you are subject to unacceptable behavior, notice that someone else is being subject to unacceptable behavior, or have concerns that this Code of Conduct is not being followed, notify a WIP staff member or contact us at info@womenpm.org as soon as possible. All reports will remain completely confidential. WIP staff will determine and carry out the appropriate course of action, and will be available to help Participants experiencing unacceptable behavior feel safe for the duration of the event. As requested, a follow-up report will be made to individuals who report being harassed.

SCOPE

We expect all Participants to abide by this Code of Conduct at all WIP venues and WIP-related social events. Participants seek to learn, network, and have fun. Please do so responsibly and with respect for the right of others to do likewise. Thank you for your cooperation in helping us maintain a friendly, safe, and welcoming event environment.