

# CODE OF CONDUCT

## Purpose

The Cyber Security community should be truly open and welcoming for everyone regardless of gender, sexual orientation, disability, ethnicity, or religion. This code of conduct outlines our expectations for participant behavior, as well as the consequences for unacceptable behavior. We invite all sponsors, speakers, attendees, media, exhibitors, volunteers and other participants to help us realize a safe and positive conference experience for everyone. All determinations of appropriate or inappropriate behavior are in BSides St. John's sole discretion and the decision(s) of the BSides St. John's representatives on-site will be final.

## Expected behavior includes, but is not limited to:

- Be considerate, respectful, and collaborative.
- Refrain from demeaning, discriminatory or harassing behavior, materials and speech.
- Be mindful of your surroundings and of your fellow participants. Alert conference organizers if you notice a dangerous situation or someone in distress.

## Unacceptable behavior & materials include, but are not limited to:

- Unacceptable behaviors & materials include: intimidating, harassing, abusive, discriminatory, derogatory, or demeaning materials or conduct by any attendees of the event and related event activities. Many event venues are shared with members of the public; please be respectful to all patrons of these locations.
- Harassment includes: offensive comments (verbal, written, or otherwise) related to gender, sexual orientation, race, religion, disability; inappropriate use of nudity and/or sexual images in public spaces (including presentation slides); deliberate intimidation, stalking or following; harassing materials, photography or recording; sustained disruption of talks or other events (whether verbal or otherwise); inappropriate physical contact, and unwelcome sexual attention.
- Wearing clothing that is not suitable for a professional work environment, that is provocative, or otherwise potentially offensive.
- Physical, written, verbal or other abuse, intimidation, threats, annoyance, harassment, stalking, pushing, shoving or use of any physical force whatsoever against any person, which in any way creates a disturbance that is disruptive or dangerous, or creates apprehension in a person, as determined by BSides St. John's, and the Venue in their sole discretion.
- Boisterous, lewd or offensive behavior or language, including but not limited to using sexually explicit or offensive language, materials or conduct, or any language, behavior or content that contains profanity, obscene gestures, or racial, religious or ethnic slurs.
- Possessing any open can, bottle or other receptacle containing any alcoholic beverages, except in areas specifically designated for the consumption of alcohol. Please drink responsibly.
- Possessing any illegal substances, including but not limited to narcotics, or other illegal drugs. BSides St. John's does not tolerate the use or abuse of illegal substances anywhere in the Venue.
- Failure to obey any rules or regulations of the Venue.

Please note, current Provincial law does not allow for the consumption of cannabis products in public at this time. For more details, please see <https://www.gov.nl.ca/cannabis/frequently-asked-questions/>

## Consequences of unacceptable behavior

Unacceptable behavior will not be tolerated whether by other attendees, media, speakers, volunteers, organizers, venue staff, sponsors, or exhibitors. Anyone asked to stop unacceptable behavior is expected to comply immediately. If a participant engages in unacceptable behavior, the conference organizers may take any action they deem appropriate, up to and including expulsion from the conference without warning or refund.

## What to do if you are a witness, or are subjected to, unacceptable behavior

If you are subjected to unacceptable behavior, notice that someone else is being subjected to unacceptable behavior, or have any other concerns, please notify venue staff or a BSides St. John's volunteer as soon as possible. All reports will remain completely confidential. **Volunteers can be identified by their red BSides t-shirts.**

Venue staff or a BSides St. John's volunteer will be available to help participants contact venue security or local law enforcement, to provide escorts, or to otherwise assist those experiencing unacceptable behavior to feel safe for the duration of the conference. You can report unacceptable behavior to any member of staff. Both venue staff and BSides St. John's volunteers can be found onsite, or you may email one of the contacts below.

**[bsidesstjohns@gmail.com](mailto:bsidesstjohns@gmail.com)**

## Other Contacts

- \* Emergency: dial 911
- \* Royal Newfoundland Constabulary Non-emergency Dispatch: 1-709-729-8000
- \* Venue: (709) 738-4480

## To whom does this apply?

We expect all conference participants (staff, sponsors, volunteers, speakers, attendees, and other guests) to abide by this code of conduct at all conference venues and conference-related social events.

Thank You,  
BSides St. John's Organizing Committee