

## Safe Space Policy

The ERF2019 is dedicated to a welcoming, non-discriminating, and respectful experience for everyone. Our safe space policy is the following:

1. Participants are expected to respect the right of all participants and staff to enjoy ERF2019 as a safe space environment, defined as a space which is welcoming and safe and includes the prohibition of discriminatory language and actions.
2. ERF2019 operates a Zero Tolerance policy towards discrimination based on:
  - a. Age
  - b. Class
  - c. Disability
  - d. Gender and Gender Identity
  - e. Marriage and Civil Partnership
  - f. Political Affiliation
  - g. Pregnancy and Maternity
  - h. Race and Ethnicity
  - i. Religion and Belief
  - j. Sexual Orientation
3. The event shall be conducted with an assumption that it shall constitute a 'safe space' for the conduct of knowledge exchange, debate, discussion and decision making.
4. All participants are expected to conduct themselves in a manner which is respectful and considerate of the contributions of others.
5. Exhibitors in the expo hall, sponsor or vendor booths, or similar activities are also subject to the anti-harassment policy.
6. If a participant engages in harassing behaviour, event organisers retain the right to take any actions to keep the event a welcoming environment for all participants. This includes warning the offender or expulsion from the conference with no refund.
7. When posting on social media sites, consider whether what you are posting would be something that you would say in a meeting regulated by the Safe Space policy, or directly to the person(s) affected. If not, consider the impact that this may have on other members and whether you really wish to post this comment in this way.

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible to a member of the organizing team or [exhibition@erf2019.eu](mailto:exhibition@erf2019.eu). Conference staff can be identified by white t-shirts with ERF logo and Organizer on the back.