



RMLA^{NZ}
THE ASSOCIATION FOR
RESOURCE MANAGEMENT
PRACTITIONERS
Te Kahi Ture Taiao

Overview

This Code of Conduct outlines our expectations for all participants of the RMLA Conference. The Conference organiser will enforce this code and expect cooperation from all RMLA Conference participants (e.g., speakers, delegates, media, sponsors, volunteers, staff) to help us promote a safe and enjoyable Conference experience for everyone.

All determinations of acceptable and/or unacceptable behaviour are at the sole discretion of the Conference organiser and its representatives. Decisions made by onsite Conference Organisers will be considered final.

Acceptable Conference Behaviour

Acceptable behaviour includes, but is not limited to:

- demonstrating good manners by being considerate, respectful, and courteous to those in attendance
- being mindful of your surroundings and of your fellow participants
- refraining from demeaning, discriminatory, or harassing behaviour and speech; and
- promptly alerting Conference organisers if you notice a potentially dangerous situation or someone in distress.

Unacceptable Conference Behaviour

Unacceptable behaviour includes, but is not limited to: intimidating, harassing, abusive, discriminatory, derogatory or demeaning conduct and/or wearing clothing not suitable for a professional work environment (e.g., provocative).

Harassment and unacceptable behaviour includes, but is not limited to:

- offensive verbal comments (e.g., related to race, religion, gender, sexual orientation, disability)
- inappropriate use of nudity (e.g., sexual or lewd images)
- deliberate intimidation or stalking
- harassing photography or recording
- intentional disruption of presentations or other events
- inappropriate physical contact (e.g., unwelcome sexual advances, groping, sexual assault)
- physical, written, verbal or other abuse (e.g., threats, annoyance, pushing, shoving or physical force whatsoever against any person, which in any way creates a disturbance that is disruptive or dangerous, or creates anxiety or apprehension in an individual), as determined by the Conference organiser and its representatives, in their sole discretion
- boisterous, lewd or offensive behaviour or content (e.g., containing profanity, obscene gestures, or slurs (e.g., racial, religious, gender, ethnic)
- possession of any item that can be used as a weapon, which may cause danger to others if used inappropriately
- possessing alcoholic beverages in areas not specifically designated for the consumption of alcohol
- possessing any illegal substance (e.g., narcotics)

- smoking and vaping- other than in designated areas
- assembling for the purpose of, or resulting in, disturbing the peace, or committing any unlawful act or engaging in offensive behaviour
- failing to obey any rules or regulations of the venue

Consequences of Unacceptable Behaviour

- Unacceptable behaviour will not be tolerated. Anyone engaged in unacceptable behaviour is subject to expulsion from the RMLA Conference without warning or refund and/or exclusion from future RMLA Conferences.

Reporting Unacceptable Behaviour

If you are being harassed, notice that someone else is being treated poorly, or have additional concerns, please contact a member of the Conference organising team located at the registration desk.

We expect participants to follow this Code of Conduct at the RMLA Conference venue, any external venue affiliated with the RMLA Conference and/or RMLA Conference ancillary or social events (e.g., such as the Welcome Reception, 'Taste of' Function, Conference and RMLA Annual Awards Dinner).

The policy may be revised at any time by the Conference organiser and is non-negotiable.