

Code of Conduct

The International Db2 Users Group (IDUG) is an independent, not-for-profit, user-run organization whose mission is to support and strengthen the information services community by providing the highest quality education and services designed to promote the effective utilization of Db2.

IDUG is committed to providing a friendly, safe and welcoming environment for all attendees, sponsors, volunteers, speakers, organizers, vendors, venue staff and other guests (collectively, “**Participants**”) at all IDUG events. IDUG believes in the power of community and is committed to building an environment where we can come together to share and learn new ways of using technology. This Code of Conduct outlines our expectations for participant behaviour as well as the consequences for unacceptable behaviour during both virtual and on-site events.

IDUG is dedicated to a harassment-free conference experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age or religion. Harassment may include, but is not limited to:

- Physical or verbal abuse of any participant, speaker, volunteer, exhibitor, IDUG staff member, service provider or other event guest
- Use of abusive, offensive or degrading language, including when using Slack, chat rooms or other communication platforms during virtual events
- Deliberate intimidation or stalking
- Harassing photography or recording
- Sustained disruption of sessions or events
- Sexual imagery
- Inappropriate physical contact
- Unwelcome sexual attention

IDUG does not tolerate harassment of conference participants in any form and any report of harassment at one of our events will be addressed promptly.

- Participants asked to stop any harassing behaviour are expected to comply immediately.
- IDUG reserves the right to issue a verbal warning, to eject a participant from the conference without refund, and to notify authorities.
- IDUG also reserves the right to prohibit attendance at any future IDUG events.

Anyone who witnesses or is subjected to unacceptable behaviour should immediately notify an IDUG representative or email your concern to idug@idug.org. Participants are expected to adhere to this Code of Conduct at all IDUG virtual and on-site conferences, including all conference-related social events. We invite all participants to help make IDUG events a safe and positive experience for everyone.