

# FiNZ 2025 Code of Conduct

## Introduction

FiNZ is dedicated to providing a safe, inclusive, and respectful environment for all participants of its conference series, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, nationality, or other personal characteristics. At FiNZ 2025, we expect all attendees, speakers, sponsors, and organisers to adhere to this code of conduct at all conference-related events and activities.

## Expected Behaviour

All conference participants are expected to:

1. **Treat others with respect:** Be considerate, inclusive, and respectful of others' opinions and ideas, even if they differ from your own.
2. **Be mindful of your words and actions:** Avoid offensive, discriminatory, or harassing language or behaviour. Harassment includes, but is not limited to, unwelcome sexual attention, slurs, and inappropriate use of nudity.
3. **Maintain a professional and welcoming atmosphere:** Create an environment where all participants feel comfortable and safe.
4. **Participate actively:** Engage with others, share your knowledge, and encourage others to do the same.
5. **Respect personal boundaries:** Always obtain consent before taking photos or recordings, and respect anyone's request to not be photographed.
6. **Report concerns:** If you experience or witness any violations of this code of conduct, please report them to a member of the conference organizing team immediately.

## Unacceptable Behaviour

Unacceptable behaviour includes, but is not limited to:

1. Harassment, discrimination, or offensive comments based on any personal characteristics.
2. Intimidation, stalking, following, or unwelcome attention.
3. Inappropriate physical contact or sexual advances without consent.
4. Disruptive behaviour during conference talks or activities.
5. The use of alcohol or substances that impair judgment to an extent that creates discomfort or danger to others.

## Enforcement

1. Participants asked to stop any unacceptable behaviour are expected to comply immediately.
2. Conference organisers may take appropriate action, including warnings, expulsion from the conference without refund, or contacting law enforcement if necessary.

## Contact Information

If you experience or witness a code of conduct violation or have any concerns, please contact the local organising committee at [finz25@otago.ac.nz](mailto:finz25@otago.ac.nz). All reports will be treated with confidentiality.

## Other important contacts

- **Dunedin police:** dial 105 (or 111 for emergencies)
- **Dunedin Urgent Doctors & Accident Centre:** 03 479 2900
- **'Safe to talk' national sexual harm helpline:** 0800 044 334
- **Dunedin taxis:** 03 477 7777

## Acknowledgement

By attending FiNZ 2025, you agree to abide by this code of conduct. The conference organisers reserve the right to update or modify this code as needed and to take appropriate action in response to violations. We appreciate your cooperation in creating a welcoming and respectful conference environment.