

Tech London Advocates Code of Conduct

Behaviour, decisions and actions as an Advocate are important to the TLA community.

Tech London Advocates believe our community should be truly open for everyone. As such, we are committed to providing a friendly, safe and welcoming environment for all Advocates free from discrimination for any reason including on the basis of gender, gender identity, sexual orientation, disability, race, ethnicity, age and religion.

This Code of Conduct outlines expectations for participant behaviour as well as the consequences for unacceptable behaviour.

We invite all leaders – both volunteers and other participants - to help us realise a safe and positive community experience for everyone.

Key Principles:

- Supporting the community
 - Advocates, all as volunteers, are asked to do three things
 - Use TLA and the community as a resource when speaking, blogging and/or tweeting about tech
 - When ready, introduce at least one new Advocate to the community via an e-introduction – the group is open, inclusive and free to join
 - Adopt the ethos – we are here to help one another for the greater good
 - The group is a not-for-profit community which is apolitical and independent in its approach; there is not Government funding and the focus of the group is on the private sector
- Honesty and integrity
 - Advocates should act with honesty and integrity at all times
 - Decisions should be made fairly and consistently when representing the community as a whole or a TLA working group

- Respect for others
 - Advocates should never discriminate against anyone and treat fellow Advocates and members of the ecosystem with respect and dignity regardless of race, age, religion, gender, sexual orientation, disability or political affiliation
 - Advocates should not put other Advocates under unnecessary pressure and in no circumstances should there be any type of harassment or victimisation
- Accountability
 - Advocates who commit to supporting working groups, meetings and events should do so and avoid being a 'no show' or requiring someone else to step in with little notice to handle or manage a situation
 - Advocates should show a respect for property, venue or facility when attending a TLA or TLA working group event
- Representing the TLA community
 - Advocates should present themselves in a way that brings credit to the TLA community
- Leadership
 - Advocates can set a good example for fellow Advocates through promotion of these principles and having a mindset to consistently treat others with respect and dignity

Expected Behaviour

- Be considerate, respectful and collaborative
- Refrain from demeaning, discriminatory or harassing behaviour and speech.
- Be mindful of your surroundings and of your fellow Advocates, as they may have a different level of comfort with respect to language and personal space.
- Alert a TLA group leader if you notice a dangerous situation or someone in distress.

Unacceptable Behaviour

Unacceptable behaviours include: intimidating, harassing, abusive, discriminatory, derogatory or demeaning conduct; some event venues are shared with members of the public, so please be respectful to all patrons of these locations.

Harassment includes: offensive verbal comments including as related to gender, gender identity, sexual orientation, race, ethnicity, religion, age or disability; inappropriate use of nudity and/or sexual images in public spaces (including presentation slides); deliberate intimidation, stalking or following; harassing photography or recording; sustained disruption of talks or other events; inappropriate physical contact, and unwelcome sexual attention.

Consequences of Unacceptable Behaviour

Unacceptable behaviour will not be tolerated whether it is by other Advocates or media, speakers, volunteers, organizers, venue staff, sponsors or exhibitors.

Anyone asked to stop unacceptable behaviour is expected to comply immediately.

If a participant engages in unacceptable behaviour, the TLA group leaders and/or the Founder may take any action they deem appropriate.

What to Do If You Witness or Are Subject to Unacceptable Behaviour

If you are subject to unacceptable behaviour, notice that someone else is being subject to unacceptable behaviour, or have any other concerns, please notify the TLA Founder as soon as possible. All reports will remain completely confidential.

Confidential Information

As a volunteer you have an obligation to protect confidential or personal information in relation to other volunteers and other organisations/events. If you have access to confidential information (including postal addresses, email addresses or telephone numbers of colleagues/clients), you should never discuss or disclose such information to anyone other than the person/s authorised to receive it, both during and after your involvement with the organisation/event.

Scope

We expect all community participants to abide by this Code of Conduct at all online or in person events. Advocates or other participant asked to stop a hostile or harassing behaviour are expected to comply immediately. Community participants seek to learn, network and have fun. Please do so responsibly and with respect for the right of others to do likewise.

Please contact the TLA group leaders and or the TLA Founder if you believe you have been harassed or that a harassment problem exists. TLA's leadership together will determine and carry out the appropriate course of action, and may consult with and engage other leaders and counsel, as appropriate.

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