

## **Scrum Alliance Gatherings and Events**

### **Code of Conduct and Anti-Harassment Policy Statement**

#### General Statement of Policy

Scrum Alliance Gatherings and events are intended for networking, learning, and collaboration. We greatly appreciate and value the participation of each member of the Scrum Alliance community and hope that all attendees have an enjoyable and fulfilling experience. To that end, Scrum Alliance has adopted this Code of Conduct and Anti-Harassment Policy Statement to apply to all delegates, attendees, speakers, exhibitors, organizers, staff, and volunteers (collectively referred to in this Policy Statement as “participants”) who attend or participate in our conferences. All participants are expected to adhere to the guidelines set forth below.

Scrum Alliance is committed to providing a harassment-free conference experience for all participants, regardless of one’s personal characteristics, including but not limited to gender, sexual orientation, race, disability, age, national origin, ethnicity, religion, or physical appearance. Harassment may include offensive verbal comments such as swearing and jokes, sexual and other inappropriate images, intimidation, following or stalking, unauthorized photography or recording, continued disruption, inappropriate physical contact, and unwelcome attention. We do not tolerate harassment by participants in any form.

All communications at Scrum Alliance gatherings should be appropriate for a professional audience, which includes people of many different backgrounds. Language or imagery based on any of the personal characteristics listed above is not appropriate at any conference venue or event, including presentations, social gatherings, or conversations among participants. We also ask that participants dress appropriately and avoid any attire that could be reasonably viewed as offensive.

Participants violating these guidelines may be asked to leave the conference, or may be subject to other actions, at the sole discretion of the CEO of Scrum Alliance.

#### Reporting and Addressing Incidents

If a participant feels that he or she is being subject to harassment, witnesses someone else being harassed, or has any other concerns about behavior which may be in violation of this Policy Statement, please immediately notify the CEO or Meetings and Events Manager of Scrum Alliance. If you cannot locate or identify the CEO or Meetings and Events Manager, please contact a member of the Scrum Alliance staff on site and ask to be put in touch with the CEO or Meetings and Events Manager. Please use your judgment and discretion if you feel the circumstances warrant involving hotel security or local authorities.

Scrum Alliance has procedures in place for its staff to follow once it becomes aware of conduct that may violate this Policy Statement. We take all matters seriously and each will be

investigated promptly and addressed in an appropriate manner as determined by the CEO or Meetings and Events Manager. Confidentiality will be maintained to the extent possible. Participants who, in good faith, report or participate in an investigation of alleged harassment will not be asked to leave the conference or penalized in any way.

Any questions regarding this Policy Statement should be directed to the CEO or Meetings and Events Manager.