

## **Code of Conduct**

All attendees, speakers and volunteers ("Participants") at Industry Engagement (IE) 2025 ("Conference") are required to agree with this Code of Conduct ("Code"). By attending the Conference, you agree to be bound by and comply with the Code. The Government Technology Agency ("Organiser") will enforce the Code throughout the Conference. Cooperation from all Participants will help to ensure a safe environment for everybody.

1. Participants are strictly prohibited from carrying out any harassment during the Conference. Harassment includes but is not limited to:
  - (a) Offensive verbal comments related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion, or technology choices;
  - (b) Displaying sexual images in public spaces;
  - (c) Deliberate intimidation, stalking, or following;
  - (d) Harassing photography or recording;
  - (e) Sustained disruption of talks or other events;
  - (f) Inappropriate physical contact; and
  - (g) Unwelcome sexual attention.
2. Participants asked to stop any harassing behaviour must comply immediately. The Organiser shall have the full and absolute discretion to decide what is considered harassment and harassing behaviour.
3. If a Participant engages in harassing behaviour, the Organiser shall have the right to take any action they deem appropriate, including but not limited to warning the offender, expelling the offender from the Conference with no refund (for workshops), and reporting the matter to the local authorities.
4. If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact the Organiser immediately.

## **Need help?**

You have the Organiser's contact details in the emails that the Organiser has sent. Please feel free to approach Ms Shirmaine SEOW (Shirmaine\_SEOW@tech.gov.sg) to report any incidents. Rest assured it will be kept confidential.