

LDN CODE OF CONDUCT 2022



LONDON DEVELOPMENT NETWORK ("LDN") – CODE OF CONDUCT

Our Code of Conduct:

LDN is dedicated to providing a harassment-free networking experience for everyone (regardless of gender, sexual orientation, disability, physical appearance, body size, race, age or religion). We do not tolerate harassment of attendees or committee members in any form. All attendees agree that in attending you will not harass any fellow attendees or committee members.

All communication, including any social media posts concerning the event, should be appropriate for an audience of construction professionals. Sexual language and imagery are not appropriate for the venue.

Be nice. Please do not put down or speak down to fellow attendees or committee members. If you disagree with a point someone makes, do so in a professional manner (harassment will not be tolerated). We want to make sure you have a good time but sexist, racist or exclusionary jokes of any nature are not appropriate for LDN (and will be met with serious action, not amusement).

Attendees violating these rules may be sanctioned or expelled from the event (without a refund) at the discretion of the LDN event committee members. Thank you for making this a friendly and enjoyable event for everyone.

Full Code of Conduct (The Long Version; including who you should report incidents to):

Harassment includes (but is not limited to): offensive verbal comments related to gender, gender identity, sexual orientation, disability, physical appearance, body size, race, age and religion. Harassment also includes displaying sexual images in public spaces, intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact and unwelcome sexual attention.

Participants asked to stop any harassing behavior are expected to comply immediately.

If a participant engages in a behavior that violates this Code of Conduct, event organisers may take any actions they deem appropriate (including a verbal warning or expulsion) to maintain a friendly and safe environment for all participants.

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Who to Contact (In Case of Harassment):

If you or another participant is being harassed or if you have any concerns that threaten your safety or enjoyment of the event, please contact a LDN committee member. LDN committee members will be easily identified on the LDN website (www.londondevelopmentnet.co.uk) or on the event leaflets.

If the matter is especially urgent, please contact any of the following direct contacts:

Stanley Kamalu (Email: skamalu@towers.com)

Celine Bonner (Email: celine@fabric.eu.com)

Zoe Rines (Email: zoe.rines@3-sphere.co.uk)

If you cannot locate any of the above LDN committee member you can call or send a text message to Stanley's phone number: **07918 053 563**. This phone number will be continuously monitored for the duration of the event and complaints will be responded to ASAP.

When taking a personal report, LDN committee members will ensure you are safe and cannot be overheard. They may involve other LDN event members to ensure your report is managed properly. Once safe, we will ask you to tell us about what happened. This can be upsetting, but we will handle it as respectfully as possible, and you can bring someone to support you. You will not be asked to confront anyone, and we will not tell anyone who you are.

LDN committee members will be happy to help participants contact security, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the event.

How Attendees Can Report Incidents:

If you or a fellow attendee are experiencing harassment, you can make a personal report by following the steps outlined below.

1. **Contact a LDN Member** – approach a LDN committee member or text Stanley's phone number: **07918 053 563**.
2. **Report the Harassment Issue to LDN** – preferably report your incident in writing by email to a LDN committee member (all reports and complaints will remain confidential).
3. **Gather as Much Detail as Possible** – when reporting your incident ensure you collect as much information as possible (without interviewing people involved in the incident).
4. **The LDN Committee Member Will Help You Create Your Report** – to help LDN committee members create a full report you may be asked for the following information: the name and/or company of the participant doing the harassing, the behavior that was in violation, the approximate time of the incident, the circumstances surrounding the incident, your identity, other people involved in the incident.
5. **If Your Safety is Threatened** – if there is any threat to attendees or the safety of anyone, including conference staff, is in doubt, security and/or police may be called (with your permission).
6. **The Alleged Harasser Will be Approached** – the alleged harasser will be communicated with and made aware of the report made against them. They will be given the chance to tell their side of the story. They will then be made aware of any of the actions that may be taken against them. This may include (but is not limited to): providing a warning (verbal or written), requesting that the harasser cease interacting with the person they are harassing and maintain appropriate physical distance at all times, requesting that the harasser leave immediately and do not return, expulsion from all future LDN events.

Thanks for helping us maintain a fun, enjoyable and relaxed environment for all LDN events.

This LDN Code of Conduct was adopted from the example anti-harassment policy from the Learn Inbound conference platform, who similarly adopted the same from the [Geek Feminism Wiki](#), created by the Ada Initiative and other volunteers, which is under a Creative Commons Zero license.

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