



VICTORIAN ASSOCIATION FOR THE TEACHING OF ENGLISH

## Professional Learning events – Code of Conduct

VATE is committed to providing a safe, productive, and welcoming environment for all our in-person and virtual Professional Learning events where everyone may learn, network, and socialise in an environment of mutual respect. All participants, including but not limited to attendees, speakers, volunteers, exhibitors, VATE staff members, and service providers, are expected to abide by this Code of Conduct. This Code of Conduct applies to all VATE professional learning events, including those sponsored by organisations other than VATE but held in conjunction with VATE.

VATE has zero tolerance for any form of discrimination or harassment. If you experience harassment or hear of any incidents of unacceptable behaviour, please contact Kate Gillespie [eeo@vate.org.au](mailto:eeo@vate.org.au) or a VATE staff member in attendance.

Unacceptable behaviour is defined as the following:

- Harassment, intimidation, or discrimination in any form
- Verbal abuse of any attendee, speaker, volunteer, exhibitor, VATE staff member, service provider, or other guest, examples of which include, but are not limited to, verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, or national origin; and, inappropriate use of nudity and/or sexual images in presentations.
- Disruption of presentations during sessions – all participants must comply with the instructions of moderators, facilitators, speakers, and VATE virtual event staff
- Inclusion of promotional materials, special offers, job offers, product announcements, or solicitation for services in presentations, postings, and messages; VATE reserves the right to remove such messages.

VATE reserves the right to take any action deemed necessary and appropriate, including immediate removal of a participant violating this Code of Conduct without warning or refund, in response to any incident of unacceptable behaviour.