

Code of conduct and Diversity & Inclusion Statement

September 2023

To us, diversity recognises and values our differences. It's inclusive, welcome, open, and provides an environment rich with acceptance.

We aim to represent a variety of viewpoints in our content and to create a welcoming environment for our members and delegates, so we thank you for supporting us in making our events inclusive and welcome to all.

With Intelligence strives to hold events that are a positive and accepting experience from beginning to end for everyone. We celebrate the diversity of all our members, speakers, sponsors and staff, and will not tolerate discriminatory behaviour by or towards anyone taking part in our events (whether in person or virtually).

By attending With Intelligence events, you are agreeing to respect and be kind to everyone present, regardless of their gender, race, religion, age, sexual orientation, disability or any other aspect of what they look like, where they come from or who they are.

Discriminatory behaviour includes, but is not limited to:

Derogatory and/or insulting comments related to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation or body size

- Deliberate intimidation
- Sustained disruption of talks or other events
- Unsolicited physical contact
- Advocating for, or encouraging any of the above behaviour

Anyone engaging in such behaviour may be asked to leave our event at the sole discretion of With Intelligence.