



## LightFair Code of Conduct

We believe the lighting community should be truly open for everyone. As such, we are committed to providing a friendly, safe, and welcoming environment for all, regardless of gender, sexual orientation, disability, ethnicity, or religion.

This code of conduct outlines our expectations for participant behavior, as well as the consequences for unacceptable behavior.

### **During LightFair events, you agree to:**

- Be considerate, respectful, and respect the boundaries of all.
- Avoid aggressively pushing your own services, products, or causes.
- Respect confidentiality requests by speakers and other attendees.
- Refrain from demeaning, discriminatory, or harassing behavior, materials, and speech.
- Be mindful of your surroundings and of your fellow participants. Alert conference organizers if you notice a dangerous situation or someone in distress.

### **Behaviors that do not belong at LightFair events:**

- Invasion of privacy, including taking photos or recording, requesting selfies of people you don't know, taking screenshots of conversations or posting personal details about someone else without their permission.
- Being disruptive, drinking excessively, stalking, following, or threatening anyone.
- Abuse of power (including abuses related to position, wealth, race, or gender).
- Ignoring health or safety guidelines or placing yourself or others at risk.
- Violence, threats of violence, or violent language directed against another person.
- Possession of dangerous or unauthorized materials such as explosives, firearms, weapons, or similar items.
- Personal insults or bullying of any kind.
- Intimidating, harassing, abusive, discriminatory, derogatory, or demeaning speech, materials, or conduct.
- Sexist, racist, homophobic, transphobic, or otherwise discriminatory jokes, obscene gestures, racial slurs, or similar language.
- Unwelcome sexual attention, including sexualized comments or jokes, inappropriate touching, groping, or sexual advances.
- Any boisterous, lewd, or offensive behavior or any other illegal activity or forms of harassment not covered above.

### **Contact us to report an incident**

If you have been involved or have witnessed an incident that violates the Code of Conduct, please let LightFair personnel know immediately. Share as much information as you can to help us make a thorough investigation of the onsite incident.

### **Our commitment – Consequences of Unacceptable Behavior**

Unacceptable behavior at LightFair in person or at online events will not be tolerated. Anyone asked to stop unacceptable behavior is expected to comply immediately. LightFair will investigate all incidents reported at an event with discretion and confidentiality. LightFair, and its partners, reserve the right to expel, bar, or block any person who violates our Code of Conduct from our online events or attending LightFair in its entirety or in part, and/or to cancel future participation without refund. LightFair further reserves the right in its sole discretion to determine what constitutes unacceptable behavior and what actions it will take to address incidents that occur.