



# DOTS Code of Conduct

DOTS is an international event which acknowledges that we all have different backgrounds and are here to learn and grow together. DOTS is dedicated to providing a harassment-free event experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, ethnicity, age or religion. We do not tolerate harassment in any form, and all participants commit to checking themselves and supporting each other in keeping the space safe. Any interaction or physical contact should be consent-based at all times, and happen in consideration of the socio-cultural context, respecting the feelings of everyone present. All participants, including sponsors and partners, staff and volunteers violating these rules may be sanctioned or expelled from the conference at the discretion of the conference organizers.

Harassment includes, but is not limited to:

- Verbal comments that reinforce social structures of domination related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, ethnicity, age or religion;
- Sexual images in public spaces;
- Deliberate intimidation, stalking, or following;
- Unwanted photography or recording;
- Sustained disruption of talks or other events;
- Inappropriate physical contact or unwelcome sexual attention;
- Advocating for, or encouraging, any of the above behaviour.

## Reporting

If someone makes you or anyone else feel unsafe or unwelcome, you can seek assistance from dedicated contact persons. Contact persons will be presented on the beginning of the conference and can be identified by STAFF badges. Please report incidents as soon as possible. Harassment and other code of conduct violations reduce the value of our event for everyone. We want you to enjoy our event. People like you make our event a better place.

You can make a report either personally or anonymously through a person of your trust or the process laid out below:

## Anonymous Report

You can make an anonymous report here:

<https://vicy.wufoo.com/forms/m1fj2xo00agbvha/> This form does NOT require an email address to submit. We can't follow up an anonymous report with you directly, but we will fully investigate it and take whatever action is necessary to prevent a recurrence.

## Personal Report

You can make a personal report by:

- Calling or messaging the organizers' local phone number. We can only share this number on December 1, 2019. This phone number will be continuously monitored for the duration of the event.
- Messaging this e-mail: [coc@globalinnovationgathering.org](mailto:coc@globalinnovationgathering.org). This address will be continuously monitored for the duration of the event.
- Contacting a staff member, identified by STAFF badges.

When taking a personal report, our staff will ensure you are safe and cannot be overheard. They may involve other event staff to ensure your report is managed properly. Once safe, we'll ask you to tell us about what happened. Whatever you are going to tell us, we will handle it with utmost respect and discretion. You won't be asked to confront anyone and we won't tell anyone who you are.

Our team will be happy to help you contact hotel security, local law enforcement, local support services, provide escorts, or otherwise assist you to feel safe for the duration of the event. We value your attendance.

- Email address for organizers: [coc@globalinnovationgathering.org](mailto:coc@globalinnovationgathering.org)
- Phone number for organizers: (to be added shortly before the event)
- Phone number for hotel: +254 713 921394
- Local law enforcement hotline: +254 736350172
- Local sexual assault hotline: +254 723 703 939 (Coalition on Violence Against Women)
- Local emergency medical hotline: 999
- Local taxi company: +254 736 709709 (Wasili Cabs)

## Enforcement

All participants, including sponsors and partners, staff and volunteers are subject to this Code of Conduct and are expected to comply immediately when asked to stop any harassing behavior. If a participant engages in harassing behaviour, event organisers encourage a conversation aimed at resolving the issue between the involved actors, with or without the conference team's support.

In the unlikely case that an issue cannot be resolved satisfactorily, the event organisers retain the right to take any actions to keep a welcoming environment at the event for all participants. This includes warning the offender or expulsion from the conference. Event organisers may take action to redress anything designed to, or with the clear impact of, disrupting the event or making the environment hostile for any participants. We expect participants to follow these rules at all event venues and event-related social activities. We think people should follow these rules outside event activities too!