

Code of conduct for ProVeg Events

ProVeg is open to everyone

This code of conduct outlines our expectations for participant behaviour as well as the consequences for unacceptable behaviour. We invite all attendees and stakeholders to help us make this event a safe and positive experience for everyone.

We are committed to providing a safe, professional, and welcoming environment for all, regardless of **origin, migration history and nationality, religion, skin colour, gender, age, genetic information, disability, marital status, parental status, pregnancy, neurodiversity, sexual orientation, HIV status, gender identity, or gender expression**. We want to offer the best possible setting for each individual working towards our mission of accelerating the transition to a sustainable global food system.

Expected behaviour

We expect all event participants to abide by this code of conduct at all venues and related events.

- **Be considerate and respectful:** Every participant is responsible for contributing to a positive environment.
- **Communicate Professionally:** We strive for transparent, open, and honest communication. Participants are encouraged to use principles of Non-violent Communication and Radical Candour.
- **Respect Boundaries:** Consent is a precondition for any physical contact. Be mindful of each other's boundaries; everybody should feel comfortable at all times.
- **Be Mindful:** Be aware of your surroundings and fellow attendees. Alert event organisers if you notice a suspicious situation or someone in distress.

Unacceptable behaviour

ProVeg does not tolerate any form of discrimination or harassment. Unacceptable behaviour includes but is not limited to:

- **Bullying and Intimidation:** Any conduct that is abusive, derogatory, or demeaning.
- **Discrimination & Harassment:** Any form of discrimination based on personal characteristics.
- **Abuse of Power:** Systematic negative assessments or misuse of authority.
- **Unsafe Behaviour:** Possession of weapons, use of illegal substances, or any behaviour that endangers the safety of others.

Consequences of unacceptable behaviour

Unacceptable behaviour will not be tolerated. Anyone asked to stop unacceptable behaviour is expected to comply immediately.

If a participant engages in unacceptable behaviour, an appropriate action may be taken, up to and including **expulsion from the event without warning or refund**. Disciplinary actions for staff or partners may also extend to consequences outlined in internal policies, such as termination of relationships or legal action.

What to do if you witness or are a victim of unacceptable behaviour

1. Direct Communication: If you feel comfortable doing so, please attempt to resolve concerns by communicating your disapproval directly to the person engaging in the unwelcome conduct. If you are subjected to unacceptable behaviour, or notice that someone else is being subjected to it, or have any other concerns, please report the incident to an event organiser or use the reporting channel to ensure a record is kept.

2. Contact the event organisers: Event organisers are available to provide support if a grievance occurs. You can approach any event staff member, and they will direct you to the organisers. For larger events, an Awareness Team may be on-site, trained to offer more specialised support.

3. Use the Secure Reporting Channel: You may also submit a report digitally, either confidentially or anonymously, using our secure channel.

Reports can be submitted regarding discrimination, harassment, compliance infringements, or criminal behaviour. You can file a (anonymous) report here:

<https://whistleblowersoftware.com/secure/ProVeg>

Anonymous reports will provide you with a secure password to track the status of your case.

If you have any questions, don't hesitate to contact the german ProVeg Complaints Unit:

beschwerdestelle@proveg.org