

Bi+ Equal Conference

Code of Conduct

Core Values, Braver and Safer Spaces

Bi+ Equal is committed to creating a braver, safer, inclusive, and respectful environment. Everyone is welcome – regardless of gender identity or expression, pronouns, age, religion, ethnicity, sexual orientation, visible or invisible disabilities, neurodiversity and neurodivergence, mental and physical health, appearance, relationship structures, or other characteristics and their intersections.

We ask all participants to be mindful of each other, respect personal boundaries, and actively contribute to an atmosphere of openness, curiosity, and care. Our aim is to create safer spaces providing everyone with security and comfort, cultivating an environment where people can freely express themselves without fearing judgment, and simultaneously braver spaces to push boundaries by encouraging uncomfortable yet necessary conversations.

Participation in the Bi+ Equal Conference implies agreement with the following Code of Conduct.

1. I agree to contribute to creating a braver and safer, inclusive and open-minded environment by treating all participants with respect.
2. I agree that discrimination, xenophobia or harassment of any kind will not be tolerated at the conference, and such behaviours will have appropriate consequences.
3. I agree to listen to and respectfully engage with perspectives that may differ from my own.
4. I agree to commit to the values of Bi+ Equal, ensuring the conference remains free of any discriminatory practices, including but not limited to sexism, racism, homophobia, biphobia, transphobia, agism, ableism and classism.
5. I agree to respect confidentiality when people share personal stories or experiences, and not take and share photos without permission.

This Code of Conduct will apply to all events hosted by or in collaboration with Bi+ Equal during the Conference and Founding General Meeting period in October in Vilnius, Lithuania.



Online Spaces

For any online sessions or platforms connected to Bi+ Equal:


- I agree to treat chat, video, and collaborative spaces as Conference and Founding General Meeting spaces with the same expectations of respect and inclusion.
- I agree to not share or record screenshots, chat messages, or audio/video without consent.
- I agree to follow the guidance of the facilitator on camera/microphone use.

Reporting and Support

If you feel unsafe or believe the Code of Conduct has been violated, please reach out to Ewelina Edenbrink.

 ewelina.edenbrink@gmail.com

 +46 70 686 07 38

 You may also approach Bi+ Equal team members, who are easily visible due to the lilac-colored name tags.

It's important to know that:

- We are here for you and will always listen to your concerns and help where possible.
- Reports will always be taken seriously and handled confidentially.
- We will discuss with you which steps can be taken to address the situation.

Consequences

Violations of this Code of Conduct may result in appropriate actions, including but not limited to:

1. Verbal warning.
2. Discussion with the organising team.
3. Temporary exclusion from specific activities.
4. Removal from the conference without refund.

In severe cases, the organising team reserves the right to take immediate action.

Legal Framework

Bi+ Equal is dedicated to providing a safe, educational, and enjoyable conference in accordance with the local and national laws of Vilnius, Lithuania. Participants are expected to understand and comply with these laws. Bi+ Equal cannot be held responsible for legal violations committed by participants.

