

# Landscape Queensland Event Code of Conduct



## **Our Commitment**

Landscape Queensland (LQIA) is dedicated to providing a safe, inclusive, harassment-free experience for everyone, regardless of gender, age, sexual orientation, disability, physical appearance, body size, race or religion. We do not tolerate harassment of event participants in any form. This Event Code of Conduct applies to all Landscape Queensland events, including face-to-face interactions, related social media interactions and virtual event platforms.

## **Expected Behaviour**

We expect all event participants (staff, sponsors, volunteers, speakers, attendees, service providers and other guests) to abide by this Event Code of Conduct in all venues, including ancillary events and all online media and communication channels.

Participants are expected to:

- Behave in a professional and respectful manner at all times, including in dress code, communications and actions.
- Respect the boundaries and personal space of others.
- Use welcoming and inclusive language.
- Be considerate of differing viewpoints and experiences.
- Give and gracefully accept constructive feedback.
- Show respect towards others, being considerate, cooperative and collaborative.
- Ensure personal safety, including responsible alcohol consumption.
- Follow all reasonable rules, policies and directions required by Landscape Queensland or any venue hosting events.

## **Unacceptable / Inappropriate Behaviour**

Unacceptable and inappropriate behaviours include, but are not limited to:

- Harassment, intimidation, or discrimination in any form.
- Physical or verbal abuse of any attendee, speaker, volunteer, exhibitor, staff member, service provider, or other guest.

Examples of unacceptable and inappropriate behaviours include:

- Inappropriate comments related to gender, sexual orientation, race, religion or disability;
- Inappropriate use of nudity and/or sexual images in public spaces (including presentation slides);
- Displaying or sharing offensive materials;
- Deliberate intimidation, stalking, or following;
- Harassing photography or recording;

- Sustained disruption or antisocial behaviour of talks or other events;
- Inappropriate physical contact and unwelcome physical contact or sexual attention;
- Consumption or possession of illicit drugs;
- Drunken behaviour;
- Unlawful behaviour;
- Any subsequent damage to property.

## **Reporting**

If you observe or experience harassment, unsafe situations, or have any other concerns, please contact a member of LQIA or the event staff immediately. Confidentiality will be maintained where practical, and reports will be treated seriously and investigated with appropriate action to follow.

## **Enforcement**

Landscape Queensland expects all participants to adhere to this Event Code of Conduct, promoting a harassment-free environment across all event venues and related activities. Should any participant engage in behaviour contrary to this Code, LQIA reserve the right to implement corrective measures. These measures, based on severity, can range from a formal warning to expulsion from the event without a refund, future bans on participation in Landscape Queensland events and activities and even cancellation or revocation of membership.

Additionally, if unacceptable or inappropriate behaviour results in damage to the venue or incurs other expenses, the responsible individuals or organisations will be charged for these costs. This ensures accountability and upholds the integrity of LQIA events and community spaces.

In the event of misconduct, Landscape Queensland cannot be held responsible for actions taken by the venue's policy. Where necessary, incidents may be reported to the relevant authorities.

Actions will be undertaken to address any conduct that disrupts the event or creates a hostile environment, ensuring the safety and inclusivity of our community. In cases of non-compliance, we are committed to upholding principles of natural justice and procedural fairness, offering individuals the opportunity to respond to allegations prior to any conclusive decisions. This approach underscores our dedication to maintaining a positive and secure experience for everyone.

Landscape Queensland reserves the right to change this policy where necessary for the safety of members and event attendees.

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