

Stormwater Australia (SWA) is committed to providing a professional, safe, and welcoming environment during its in-person and virtual events for all water professionals and their guests. SWA expects all attendees, exhibitors, speakers, sponsors, media, and other participants to uphold our commitment by helping us provide a positive conference environment for everyone.

1 SWA Conference Code of Conduct

You agree to treat all individuals with respect and create a collegial, inclusive, and professional environment. You will value a diversity of views and opinions by communicating openly with respect for others. You shall not verbally abuse any individual. You shall not discriminate, harass, or intimidate on the basis of gender, race, gender identity and expression, sexual orientation, physical or mental disability, physical appearance, age, religion, national origin, employment status, citizenship, or profession. You may have a different opinion and disagree professionally, but must not publicly disparage, cause reputational damage to, imply or explicitly criticise a colleague, competitor, peer, delegate or other attendee/agent of the conference via Paper or Presentation.

Anyone requested to stop unacceptable behaviour is expected to comply immediately. SWA, or its Conference management (agent) may take any action deemed necessary and appropriate, including removal from the event (and any remaining portions thereof), without warning and without refund of registration fee.

Additionally, if you are a SWA Member, or State Association Member you agree to uphold the SWA Code of Conduct while attending SWA Events.

Following a Code of Conduct allows SWA to create the best experience possible for all attendees.

Expected behaviour:

- Introduce yourself and your employer/affiliation before asking your questions during Question Time.
- Exercise consideration and respect in your speech and actions.
- Attempt collaboration before conflict.
- Refrain from demeaning, discriminatory, or harassing behaviour and speech.
- Be mindful of your surroundings and of your fellow participants. Alert SWA (or its Agents) staff if you notice a dangerous situation, someone in distress, or violations of this Code of Conduct, even if they seem inconsequential.

Unacceptable Behaviour:

- Harassment and discrimination includes any verbal, physical, or visual conduct based on sex, sexual orientation, gender expression or identity, transgender status, race, age, national origin, or disability;
- Inappropriate display, sharing or use of nudity and/or pornographic images in public spaces (including presentation slides);
- Any physical or verbal intimidation, stalking or following of attendee(s);

- Harassing, photographing or recording of attendee(s) without their consent;
- Sustained disruption of sessions, presentations or other events;
- Inappropriate physical contact, and any unwelcome sexual attention (physical or verbal); and
- Any boisterous, lewd or offensive behaviour or language, threatening, intimidation, coercion, use of sexually explicit or offensive language or conduct, profanity, obscene gestures, or racial, religious or ethnic slurs.

This Code of Conduct provides general guidelines and cannot cover every possible type of unacceptable behaviour at SWA Conferences. Additional information relating to the SWA Code of Conduct is available on the [SWA](#) webpage. Both Codes of Conduct should be considered complementary, where any discrepancy may occur, to the Mission and Objectives of SWA.

In the event a matter must be addressed immediately, you may contact either the conference organisers at set@thinkbusinessevents.com.au or email the SWA Chair at NationalPresident@stormwater.asn.au

Differences of Opinion and Offense

To achieve the purposes of an event in the limited time provided, with the universal benefit of all participants' being fully engaged, discussions should be focused on the presentation topic at hand. All participants must be able and welcome to equitably and effectively participate.

It is not a violation of these Terms and Conditions to express an opinion, raise research or describe an experience ("articulation") that is at odds with the opinions of, or may offend others—if the articulation is part of an on-point discussion of the Event topic at hand and is offered in a manner that does not interfere with others' reasonable ability and opportunity to participate fully. That means expressing differing positions with respect and consideration for all, in a manner that reflects intellectual rigor and is demonstrably mindful of minimising, as reasonably as possible, its potential adverse effect on others' ability to participate. (Offering an advance warning of the potential for impact on others is one way to demonstrate such respect and consideration for all.)

It also means not making an articulation that is reasonably expected to cause offense gratuitously (i.e., unrelated or unnecessary for the work on that topic). It means not directing the articulation as a personal attack or put-down of an individual, and not dominating the discussion. It further means demonstrating consideration for anyone who appears to be in distress by promptly stopping the cause and demonstrating caring, while still pursuing a way to share pertinent information, with the Session moderator's assistance if needed.