

# ACEMS RETREAT WEEK – 2020

## CODE OF CONDUCT



ACEMS is dedicated to providing a harassment-free retreat experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack thereof), or technology choices. We do not tolerate harassment of retreat participants in any form. Offensive language and imagery are not appropriate for any retreat venue, including talks, workshops, parties and online media. Agreeing to the Centre's Code of Conduct is a condition of ACEMS membership and retreat attendance.

The Centre's full Code of Conduct can be found here: <https://acems.org.au/acems-code-of-conduct>

Any participant who experiences discrimination, harassment or hostile behaviour may contact one of the ACEMS Code of Conduct Allies. These representatives will be available via email. Be assured that if you approach them, your concerns will be listened to without judgement and be kept in strict confidence. They will consult with you before and during any actions being taken, including addressing the concern if appropriate or escalation in accordance with relevant HR processes.

The ACEMS Code of Conduct Allies are:



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**Sarah Keany**  
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Please contact the retreat organisers if you have any other concerns or issues during the retreat; they will be available in person and via email:



**Peter Taylor**  
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