

## V. OTHER IMPORTANT INFORMATION

### After the conference

After the conference, you will have the opportunity to access all materials such as, presentations and information shared by NTO members via the conference platform. You can access the conference platform by using the same email and password that you used to attend in the live event.

### Anti-harassment policy

The 2nd NTO Technical Conference aims to providing a respectful and professional conference experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, mental illness, socioeconomic status, or political affiliation. The 2<sup>nd</sup> NTO Technical Conference does not tolerate harassment of participants in any form (e.g. on site and on the conference virtual platform, twitter, and other online media related to the event). Participants violating these rules will be asked to leave the conference (online platform or venue) at the discretion of the organisers.

#### **Unacceptable behaviour**

Harassment includes, but is not limited to:

- Offensive verbal/written comments related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, mental illness, socioeconomic status, political affiliation
- Deliberate intimidation, stalking or following
- Harassing photography or recording
- Sustained disruption of talks or other events.
- Usage of sexualized and gender insensitive images, activities, or other material.
- Usage of sexual or sexist language, images, or any language or images that could constitute harassment as defined above
- Sexual advances, touching or physical assault
- Gestures and other forms of non-verbal communication with sexual connotations
- Sexist comments about people and/or their bodies, their behaviour, their life or gender identity
- Humiliating remarks and offensive remarks of a sexual nature, such as sexist jokes, incitement to sexual relations
- Advocating for, or encouraging, any of the above behaviour

#### **Enforcement**

This policy covers conference-related activities and their participants, speakers and organisers (all to be referred here as participants) are subject to this policy. If a participant engages in harassing behaviour, event organisers retain the right to take any actions to keep the event a welcoming environment for all attendees. This includes warning the offender or expulsion from the conference (online platform or venue). The event organisers may take action to redress anything designed to, or with the clear impact of, disrupting the event or making the environment hostile for any participants. Participants are expected to follow these rules at all conference-related activities.

If a participant (e.g. through postings on social media, other online publications or another form of electronic communication) engages in conduct that violates this policy, the NTO may take appropriate corrective action, which could include imposing a temporary or permanent ban.

### **Reporting**

If you are being harassed, notice that someone else is being harassed, or have any other concerns relating to harassment, please contact a member of the organisers immediately. Event staff can be identified by staff badges onsite, and or at [nto.conference@taxcompact.net](mailto:nto.conference@taxcompact.net) for online participants.

### **Acceptable Behaviour for the hybrid conference**

Participants should conduct themselves at all times in a manner that complies with this policy prohibiting harassment and abusive behaviour, whether before, during, or after the event. This includes statements made in social media postings, on-line publications, and all other forms of electronic and in-person communication.