



# Community Code of Conduct

## Purpose

Manchester Digital exists to support a thriving, inclusive and collaborative digital and technology community across Greater Manchester.

We want our events, programmes, communities and partnerships to be welcoming environments where ideas flourish, connections are made, knowledge is shared and everyone feels able to participate.

This Code of Conduct applies to all individuals and organisations engaging with Manchester Digital activities, including:

- Members
- Event attendees
- Speakers and panellists
- Sponsors and partners
- Programme participants
- Delivery partners and subcontractors
- Volunteers and mentors
- Online community participants

By participating in Manchester Digital activities, you agree to uphold the standards outlined below.

# **Our Expectations**

We ask all participants to:

## **Be Respectful**

Treat others with courtesy, professionalism and respect.

We do not tolerate harassment, bullying, intimidation, discrimination, abusive language, threatening behaviour or personal attacks.

## **Be Inclusive**

We are committed to creating an environment where everyone feels welcome regardless of age, disability, race, ethnicity, nationality, religion or belief, sex, sexual orientation, gender identity, marital status, pregnancy or any other protected characteristic.

## **Contribute Positively**

Share knowledge, experiences and ideas in ways that add value to discussions and activities.

Constructive debate is encouraged. Disruptive, hostile or deliberately inflammatory behaviour is not.

## **Respect Privacy and Confidentiality**

Do not share personal information, confidential discussions or proprietary information without permission.

Always seek consent before sharing another person's contact details.

## **Avoid Unwanted Promotion**

Networking is encouraged. Repeated unsolicited sales approaches, spamming or aggressive promotion of products and services is not.

## **Behave Professionally**

Whether attending in person or online, represent yourself and your organisation responsibly and lawfully.

## **Support a Safe Environment**

If you witness behaviour that concerns you, or if somebody makes you feel unsafe, please report it to a member of the Manchester Digital team.

## **Reporting Concerns**

Concerns can be reported confidentially to Manchester Digital staff at any time.

All reports will be treated seriously, reviewed appropriately and handled sensitively.

## **Breaches of this Code**

Where behaviour falls below the standards set out in this Code, Manchester Digital may take appropriate action, including:

- Informal discussion or warning
- Removal from an event, programme or online community
- Restriction of future participation
- Suspension of membership or partnership activities
- Termination of membership where appropriate

Any action taken will be proportionate to the circumstances.

## **Our Commitment**

Manchester Digital is committed to maintaining a positive, professional and inclusive community for everyone who engages with us.

We encourage participation, collaboration and respectful challenge, while ensuring that all members of our community can engage safely and confidently.