



FinTEEx is committed to the advancement of the financial technology industry and the safety and wellness of our members and participants.

Harassment

FinTEEx maintains a zero tolerance policy towards discrimination based on gender, sexual orientation, ethnicity, race, education, age, disability, religion, or any other protected status and harassment of any kind.

We define harassment as unwanted attention or behavior that *results in* another FinTEEx event attendee *feeling* threatened or uncomfortable. This includes, but is not limited to:

- Verbal comments that reinforce social structures of domination [ex. Those related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion]
- Comments or actions that make others uncomfortable
- Deliberate intimidation, stalking, or following
- Harassing photography or recording
- Sustained disruption of talks or other events
- Inappropriate physical contact
- Unwelcome sexual attention
- Advocating for, or encouraging, or dismissing/minimizing any of the above behaviour

Illegal Activity

We expect our members and event participants to comply with all laws. This includes applicable safety and health laws, business conduct laws and regulations, and controlled substance laws. We prohibit the use, possession, distribution, or sale of illegal and controlled substances while at FinTEEx events.

Firearms and Other Weapons

FinTEEx events are firearm free zones; carrying or transporting handguns, firearms or other legally controlled or prohibited weapons of any kind are prohibited.

Enforcement

If a participant engages in inappropriate behaviour, we retain the right to take any actions to keep our organization a welcoming environment for all. This includes warning the offender, removal and/or banning from future events, and removal from online community participation.

If you notice or experience this code of conduct being violated, either towards yourself or someone else, please immediately alert a FinTEEx volunteer such as the event host or check-in desk. Any incidents, issues, questions or concerns -- during an event or afterwards -- can also be reported privately to info@fintex.org. FinTEEx will work to enforce this code, and expects cooperation from all members, volunteers and participants.