

## **VIDCON EUROPE CODE OF CONDUCT**

It is vital to us that VidCon Europe is a safe place for all attendees. VidCon Europe is a private event and people who mistreat or disrespect other people will be removed and not allowed for the duration of the event. VidCon Europe reserves the right to permanently ban attendees and guests who do not comply with the code of conduct, including for future events put on by VidCon International LLC.

### **ACCESS**

VidCon badges are required for attendance to all official VidCon events. Badges must be worn around the neck and visible at all times. Badges are non-transferable.

We do not clear rooms between events. All activities have limited capacity as set by the ijVENUES, so even though your badge is required to access all activities, it does not guarantee you access to any activity if it has reached its capacity.

### **FEATURED SPEAKERS**

The Featured Speakers who participate in VidCon Europe are excited to see attendees, but please be respectful. They need to be safe and ensure all attendees are safe while moving around the event, so do not run at or crowd around Creators in public walkways, near escalators, or around doorways.

Speakers also need to take a break at their hotel, so attempting to follow them to their rooms, riding the hotel elevators, waiting in the hotel lobby, or any other similar behavior is prohibited.

### **HARASSMENT**

Disorderly conduct includes (but isn't limited to) any behavior that is illegal, unsafe, disruptive, discriminatory or causes excessive discomfort to our attendees or guests. If someone doesn't want to talk to you, don't keep talking to them. If you do not have permission to touch someone, do not touch them. Please view our Anti-Harassment Policy (below) for more information.

Pranks that are emotionally or physically hurtful to any people or property at VidCon, actually or potentially, are prohibited. If we hear about anyone pranking in ways that are disruptive to the well-being of our guests, attendees, or staff, disciplinary action may be taken, including being banned from future events put on by VidCon.

### **LISTEN TO STAFF**

All VidCon Europe attendees and badge purchasers must adhere to the instructions of all VidCon Europe employees and agents, all security employees and agents, the staff of the ijVENUES, and any and all law enforcement personnel.

### **PROHIBITIONS**

Alcohol, drugs, weapons, and items that can be mistaken as weapons are expressly prohibited, even if they are part of a costume. Backpacks and other similar containers are subject to search and may be prohibited. Unlawful sale or attempted sale of badges will result in the revocation of that badge without refund.

## **IMAGE RELEASE**

VidCon Europe may be recorded or reproduced by VidCon Europe, its designees, and/or attending participants. By registering to be in attendance at VidCon Europe, you hereby authorize VidCon Europe, its designees, and/or attending participants to record, transcribe, modify, reproduce, perform, display, transmit and distribute in any form and for any purpose any such recordings of VidCon Europe. By registering for VidCon Europe you hereby release VidCon Europe, its designees, and/or its attending participants from any and all claims it or its employees or agents may possess, now or in the future, in connection with such activities.

## **MINORS**

All minors under the age of 13 must be accompanied by a registered adult. Parents or adult supervisors of minors are responsible for the actions of minors they are supervising. Minors may be prohibited from certain areas due to the sale of alcohol at certain locations.

## **LIABILITY**

You assume any and all risks occurring before, during, or after VidCon Europe. You release VidCon Europe and the ijVENUES and their agents, licensees, assignees, and their respective affiliates and representatives from any related claims.

## **VIDCON TERMS OF USE**

All VidCon Europe attendees and guests are required to adhere to this Code of Conduct. The VidCon Europe badge, which is required for admittance to all VidCon Europe activities, is a revocable license. VidCon Europe or its designees may, without refund, revoke this license for noncompliance with these terms or for disorderly conduct.

## **ijVENUES TERMS OF USE**

Attendees of VidCon Europe agree to observe and comply with any and all policies, rules, and regulations of the ijVENUES. VidCon Europe or its designees may, without refund, revoke this license or refuse admission for failure to observe and comply with any and all policies, rules, and regulations of the ijVENUES. Attendees of VidCon Europe agree to observe and comply with all laws, statutes, ordinances, rules and regulations of the Government of the Netherlands, the Province of North Holland, and the City of Amsterdam.

## **VIDCON ANTI-HARASSMENT POLICY**

### Statement of Policy:

VidCon is dedicated to providing a harassment-free event experience for everyone, regardless of gender, sexual orientation, disability, gender identity, age, race, or religion. We do not tolerate harassment of event participants in any form. Use of lewd or discriminatory language and imagery is never appropriate at VidCon. Anyone violating these rules may be sanctioned or expelled from the event at the discretion of the event organizers.

### Definition of Harassment:

Harassment includes, but is not limited to, offensive verbal comments, whether blatant or via micro-aggressions, related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, national origin, religion, age, marital status, military status, or any other status protected by law; deliberate intimidation; stalking; following; harassing photography or recording; sustained disruption of talks or other events; inappropriate physical contact; display of offensive signs, gestures, tee-shirts, symbols, etc. Attendees asked to stop any harassing behavior are expected to comply immediately.

### Definition of Sexual Harassment:

Sexual harassment does not refer to occasional compliments or other generally acceptable social behavior. Sexual harassment refers to verbal, physical, and visual conduct of a sexual nature that is unwelcome and offensive to the recipient. By way of example, sexual harassment may include such conduct as sexual flirtations, advances, or propositions; verbal comments or physical actions of a sexual nature; sexually degrading words used to describe an individual; an unwelcome display of sexually suggestive objects or pictures; sexually explicit jokes; and offensive, unwanted physical contact such as patting, pinching, grabbing, groping, or constant brushing against another's body. Overly-revealing cosplay may result in requesting violators to cover and/or leave the convention floor. Attendees asked to stop any sexually harassing behavior are expected to comply immediately.

### Scope of Policy:

This Anti-Harassment Policy applies to all attendees at VidCon including: participants/attendees, guests, staff, sponsors, and exhibitors. All attendees are expected to comply with this Event Anti-Harassment Policy at the event venue and all event-related social events.

### Reporting an Incident:

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a VidCon staff member immediately. VidCon staff can be identified with their official staff name badges. All complaints will be treated seriously.

### Disciplinary Action:

All reports of harassment will be directed immediately to VidCon organizers who may consult with and engage other staff, leaders and legal counsel as appropriate. Event security and/or local law enforcement may be involved, as appropriate based on the specific circumstances. In response to a report of harassment, VidCon may take any action they deem appropriate. Such actions range from a verbal warning to ejection from the event without a refund. Repeat offenders may be subject to further disciplinary action, such as being banned from participating in any future events.

*Last Revised 27 November 2017.*