

Code of Conduct



All attendees, speakers, sponsors, staff and volunteers at BigPictureCon are expected to comply with the following code of conduct. This code will be enforced throughout the entire event, and anyone not complying with the code of conduct will be dealt with on a case-by-case basis. This code exists to ensure a safe environment for all BigPictureCon participants.

BigPictureCon is dedicated to providing a harassment-free experience for EVERYONE, regardless of race, ethnicity, religion (or lack thereof), gender, gender identity, age, sexual orientation, disability, physical appearance, body size, or technology choices. This applies to all in-person, phone, text and online interactions between participants & attendees.

WE ABSOLUTELY WILL NOT TOLERATE HARASSING BEHAVIOUR OF ANY KIND.

Harassment includes, but is not limited to: offensive verbal or online comments related to gender, gender identity & expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion, technology choices, sexual images in public spaces, deliberate intimidation, stalking, following, bullying, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, or unwelcome sexual attention. In short, if you don't want it done to you, don't do it to anybody else. And even if you do- it's not your call if the response is NO.

Those who are asked to stop any harassing behavior are expected to comply immediately. If they do not, BigPictureCon reserves the right to remove them or have them removed from the premises and bar them from future BigPictureCon events WITHOUT a refund.

If someone engages in harassing behavior, BigPictureCon organizers may take any action deemed appropriate, including warning the offender or expulsion from the conference with no refund. Harassment claims will be dealt with on a case-by-case basis, at the discretion of BigPictureCon management and/or security staff.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of the BigPictureCon staff IMMEDIATELY. Staff can be identified by the BigPictureCon shirts they'll be wearing. If you cannot find a staff member, please contact a member of the security team or venue security staff. You can always reach us directly at support@bigpicturefdn.org.

BigPictureCon staff members are happy to help participants contact hotel/venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the conference. We value your attendance, and we want everyone to enjoy all that BigPictureCon has to offer.

Participants & attendees violating these rules may be sanctioned or expelled from the conference without a refund at the discretion of the conference organizers. There will be no exceptions to this established code of conduct.