



## CONFERENCE PARTICIPANT POLICIES AND GUIDELINES

Ruby Central, Inc. and all associated members of the conference planning team are dedicated to providing an accessible, welcoming, and inclusive environment. If you would like to offer suggestions on how to make Ruby Central stronger, email us at [contact@rubycentral.org](mailto:contact@rubycentral.org). The privacy of our conference participants is important to us. To learn about what information we collect from attendees, and how we use that information, please see our [Privacy Notice](#).

### Accessibility

When organizing conferences, we identify venues of inclusivity as much as possible but are also aware that we don't always see what might be an obstacle to attendance. If you have questions regarding accessibility or specific needs, please do not hesitate to email us.

### Commitment Toward Social Justice

Ruby Central is open to any questions and suggestions on how we could best ensure we are being inclusive to all. Email our DEI team at [inclusivity@rubycentral.org](mailto:inclusivity@rubycentral.org) and help us make our events a positive opportunity.

### Anti-Harassment Policy

Ruby Central is dedicated to providing a harassment-free conference experience for everyone, regardless of gender identity, sexual orientation, disability, physical appearance, body size, race, or religion. We do not tolerate harassment by or of conference participants in any form. Sexual language and imagery are inappropriate for any conference venue, including talks. Conference participants violating these rules may be sanctioned or expelled from the conference at the conference organizers' discretion.

Harassment includes, but is not limited to, offensive verbal comments related to gender identity, sexual orientation, disability, physical appearance, body size, race, or religion; sexual images in public spaces; deliberate intimidation; stalking; following; harassing photography or recording; sustained disruption of talks or other events; inappropriate physical contact; and any unwelcome sexual attention.

Participants asked to stop any harassing behavior are expected to comply immediately. Conference organizers may take any action against harassment as they deem appropriate, including warning the offender or expulsion from the conference without reimbursement.

If you are being harassed, notice that someone else is being harassed, or have any other concerns regarding violations of this policy, please contact a member of conference staff immediately.



Having a safe environment for our conference participants -- in a physical or virtual setting -- is of paramount importance to us, and we value your help in creating this space.

### **Code of Conduct**

In addition to securing a harassment-free environment, we strive to offer a safe and respectful environment for our conference presenters, sponsors, and vendors. We ask participants to offer their attention to speakers when attending conference sessions, engage in sessions as requested, and minimize disruptions for the sake of presenters and other participants. Participants are to maintain that same respect for vendors, sponsors, and other participants when visiting exhibit hall spaces, sponsor booths, and vendor booths. Conference organizers may take any action against disruptions, including warning the offender or expulsion from the conference without reimbursement. Please refer to our [Code of Conduct](#) for more details.

### **Photograph and Video Release**

When you attend a Ruby Central event or conference, you enter an area where photography, audio, and video recording may occur. By attending the event, you consent to photography, audio recording, video recording and its/their release, publication, exhibition, or reproduction to be used for news, webcasts, promotional purposes, telecasts, advertising, inclusion on websites, or any other purpose by Ruby Central and its affiliates and representatives. You release Ruby Central, its board and employees, and each and all persons involved from any liability connected with the taking, recording, digitizing, or publication of interviews, photographs, computer images, video, and/or sound recordings. By attending the event, you waive all rights you may have to any claims for payment of royalties in connection with any exhibition, streaming, webcasting, televising, or other publication of these materials, regardless of the purpose or sponsoring of such exhibiting, broadcasting, webcasting, or other publication irrespective of whether a fee for admission or sponsorship is charged. You also waive any right to inspect or approve any photo, video, or audio recording taken by Ruby Central or the person or entity designated to do so by Ruby Central. You have been fully informed of your consent, waiver of liability, and release before entering the event.

### **Admission Badges**

While attending conferences, all Participants, Presenters, and Exhibitors are required to wear their admission badge at all times within the conference and event space.

### **Admission of Minors (under the age of 18)**

Minors (under 18 years of age) are not able to register for Ruby Central conference events. Minors who are joining their parent or legal guardian to Ruby Central hosted conference events



must be accompanied by their parent or legal guardian at all times while on-site during the entire duration of the conference event.

### **Attendee Data and Privacy**

Our collection and use of participants' personal information is governed by the Ruby Central [Privacy Notice](#).

### **ASSUMPTION OF RISK, WAIVER, RELEASE AND INDEMNITY**

Please view our [Assumption of Risk, Waiver, Release, and Indemnity](#) policy.