



GAJE Conference Code of Conduct

1. Purpose

Global Alliance for Justice Education (GAJE) is an organisation committed to achieving justice through legal education. Since it was formed in 1999, GAJE has sponsored eight worldwide conferences, with delegates at each conference representing from region of the world. GAJE conferences are aimed at promoting the exchange of information and experience among people involved in justice education around the world.

GAJE is committed to providing a friendly, safe, and welcoming environment for all, regardless of gender, sexual orientation, disability, ethnicity, race or religion.

This Code of Conduct outlines our expectations for your behaviour as well as the consequences of unacceptable behaviour. We expect you to follow the Code of Conduct to help everyone have a safe and positive conference experience.

2. Expected Behaviour

- Be considerate, respectful, professional and collaborative.
- Be mindful of your surroundings and other people.
- Act safely and responsibly so that you and others around you are safe.
- Don't be demeaning, discriminatory, or harassing in behaviour or speech.
- Tell conference organisers if you notice a dangerous situation or someone in distress.
- You may decide to leave a session or a conversation, but should do so with respect and courtesy.
- Speakers should have discussions as openly and inclusively as possible and be aware of how others may perceive language or images.

3. Unacceptable Behaviour

Unacceptable behaviour at the GAJE Conference and related events includes intimidating, harassing, abusive, discriminatory, derogatory, or demeaning conduct. Some GAJE Conference venues are shared with members of the public, so please be respectful to everyone at these locations and be mindful of any cultural differences.

Harassing, discriminatory and violent behaviour includes:

- Offensive verbal comments or material including or related to gender, sexual orientation, race, ethnicity, religion, age, physical appearance or disability;
- Inappropriate use of nudity and/or sexual images in public spaces (including in presentation slides) or spreading offensive images;
- Deliberate intimidation, stalking or following (online or in person);
- Harassing photography or recording;
- Inappropriate physical contact and unwelcome sexual attention – this includes sexualised and/or sexual comments or jokes, inappropriate touching or groping, and unwelcomed sexual advances;
- Violence, threats of violence, or violent language directed against another person;
- Posting or displaying sexually explicit or violent material;
- Sexist, racist, homophobic, transphobic or otherwise discriminatory jokes and language;
- Posting or threatening to post other people's personally identifying information ("doxing");



- Inappropriate photography or recording;
- Inappropriate physical contact – you should have someone’s consent before touching them;
- Sustained disruption of conference events, including talks and presentations;
- Encouraging any of the above behaviour.

4. Consequences of unacceptable behaviour

Unacceptable behaviour will not be tolerated, whether by other attendees, media, speakers, volunteers, organizers, venue staff, sponsors.

You must stop unacceptable behaviour and must comply immediately if directed to do so.

The Conference organisers will ask you to stop this behaviour. You may also be expelled from the conference without warning or refund, and you may be excluded from future GAJE Conference events. You may also not receive any further grants or fee waivers.

In serious cases, some matters may be reported to the police.

5. What to do if you see or experience unacceptable behaviour

If you experience or see unacceptable behaviour, or have any other concerns, please notify a conference organiser as soon as possible. All reports will remain completely confidential.

The GAJE conference team will be available to help you contact venue security or local law enforcement, to provide escorts, or to otherwise help those experiencing unacceptable behaviour to feel safe throughout the conference.

GAJE conference organisers will determine and carry out the appropriate course of action, and may consult with and engage other staff, leaders, and lawyers, as appropriate. Depending on the circumstances, event security and/or local law enforcement may be involved. A follow-up report can be made to you if requested.

In an emergency, call the relevant emergency number immediately. Before the conference, note the emergency number and the nearest phone available if you do not have a mobile phone.

6. Addressing Problems

If you feel you have been falsely or unfairly accused of violating this Code of Conduct, or have a complaint about a person or the GAJE conference, you should notify GAJE organisers. Your problem will be addressed sensitively and promptly by the GAJE conference chair.

7. Scope

We expect all conference participants (staff, sponsors, volunteers, speakers, attendees, and other guests) to act under this code of conduct at all conference venues and conference-related social events. Anyone asked to stop any harassing behaviour must comply immediately. Conference participants seek to learn and network. Please do so responsibly and respect the right of others to do likewise.



8. Contact Information

For this conference in South Africa the contact people are:

Anna Cody (A.Cody@westernsydney.edu.au), Angbeen Mirza (angbeen@gmail.com)

9. Licence and Attribution

This Code of Conduct is distributed under a [Creative Commons Attribution-ShareAlike](#) license and is based on works at “Open Source Bridge” and “Game Developers Conference”. Portions of text are derived from [[CAMFT’s Workshop and Conference Grievance Procedure](#)].

The above policies may be revised at any time by GAJE and are non-negotiable. This Code of Conduct is without prejudice to GAJE's rights, all of which it expressly reserves.