

GHCI 25 Code of Conduct

[AnitaB.org India](https://AnitaB.org/India) is committed to providing a friendly, safe, and welcoming environment for all Participants (attendees, sponsors, speakers, volunteers, and staff) of the Grace Hopper Celebration India 2025 (GHCI 25).

GHCI 25 is a **harassment-free, inclusive space** that is truly open to everyone. All Participants are required to conduct themselves in a way that keeps the event free from discrimination and harassment for any reason, including on the basis of race, color, religion, sex, gender, age, national origin, sexual orientation, disability, or other legally protected characteristics.

I. Expected Behavior

All Participants are expected to:

- **Be Considerate and Respectful:** Treat all Participants, staff, and partners with courtesy, respect, and professionalism.
- **Be Inclusive:** Refrain from demeaning, discriminatory, or harassing behavior or speech.
- **Be Mindful of Others:** Be aware of your surroundings and respectful of others' comfort levels regarding language and personal space.
- **Comply with Staff:** Follow the instructions of the moderator, Program staff, and venue staff at all times, including during sessions and performances.
- **Be Professional and Safe:** Maintain a professional, safe, and respectful manner throughout the Program.

II. Unacceptable Behavior

Unacceptable behavior, which will not be tolerated, includes:

- **Harassment & Discrimination:** Harassment, intimidation, physical abuse, touching or contact of any kind, or discrimination in any form.
- **Verbal Abuse:** Verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, or national origin.
- **Inappropriate Imagery:** Inappropriate use of nudity and/or sexual images in public spaces or presentations.
- **Threatening or Stalking:** Threatening or stalking any other Participant, speaker, volunteer, or staff member.
- **Disruption:** Disruption of presentations, sessions, or any other GHCI organized activities.

III. Reporting and Consequences

What to Do if You Witness or Are Subject to Unacceptable Behavior:

1. **Report Onsite:** Notify a **Program staff person** or **security personnel** as soon as possible.
2. **Report via Email:** Send an email to **incidents@anitabindia.org**. This email is monitored for safety and immediate action.

All reports will remain confidential to the extent possible. Program staff will take appropriate action to ensure the reporting participant feels safe for the duration of the Program.

Consequences of Unacceptable Behavior:

If a Participant engages in unacceptable behavior, the Program staff may take any action they deem appropriate, at their sole discretion, up to and including:

- Immediate expulsion from the Program **without warning or refund**.
- Prohibition of attendance at any future AnitaB.org events.
- Notification of the Participant's sponsoring entity (employer, sponsor, or university) regarding the ejection.

IV. Media and Photo Etiquette (GHCI Specific)

- **Photography:** Photography is **welcome** in the open zones and Expo Hall.
- **Recording Sessions:** Please **avoid recording sessions** (audio or video) unless explicitly permitted by the speaker/organizers.
- **Social Media:** When sharing content online, tag **@anitab.orgindia** and use the official hashtags **#GHCI25** and **#Unbound**.

V. Scope

This Code of Conduct applies to all Participants at all Program venues, including the KTPO venue, Program-related social events, and official online platforms.