

CODE OF CONDUCT

All attendees, speakers, sponsors and volunteers at our conference are required to agree **with the following code of conduct**. We expect cooperation from all participants to help ensure a safe environment for everybody.

Fest Group is aimed at providing the most positive customer experience in enjoyable and respectful atmosphere.

We're voicing our strong, unequivocal support of appropriate behavior by all participants at technical events, including all Fest Group events. **We invite** you to help us make **each Fest Group conference** a place that is welcoming and respectful to all participants, regardless of race, gender, gender identity and expression, age, sexual orientation, disability, physical appearance, national origin, ethnicity, or religion. So that everyone can **focus on the conference itself**, and the great networking and community richness that happens when we get together in person, **we will not tolerate** harassment of conference participants in any form—in person or online.

We expect all conference participants, speakers and sponsors to help ensuring a safe and friendly environment for everybody.

Those who **violate these rules** may be sanctioned or expelled from the conference without a refund at the discretion of the conference organizers.

We may also **publish and distribute** the photo and video materials made at the conferences by official photographers and videographers on our websites, social media accounts and other mass-media.

We expect all participants—attendees, speakers, sponsors, and volunteers—to follow **the Code of Conduct** during the conference. **This includes** conference-related social events at off-site locations, and in related online communities and social media.

Best regards,

Fest Group