



**Parrut, Inc. dba Uncubed**  
50 Eldridge St., 5th Fl., New York, NY 10002

## **CODE OF CONDUCT & ANTI HARASSMENT POLICY**

Uncubed is dedicated to providing a harassment-free experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, or religion. We do not tolerate harassment of event participants or our own staff in any form.

Sexual language and imagery is not appropriate in talks or anywhere else at the event and or venue.

Be kind to others. Do not insult or put down other attendees. Behave professionally. Harassment and sexist, racist, or exclusionary jokes are not appropriate for Uncubed events (or anywhere else, really).

Event participants violating these rules may be sanctioned or expelled from the event without refund at the sole discretion of Uncubed.

Harassment includes offensive verbal comments related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, 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 unwelcome sexual attention. Participants asked to stop any harassing behavior are expected to comply immediately.

Social media activity associated with the event in any way also is governed by this policy. Any posts to social media by attendees, participants, and Uncubed staff referencing the event must comply with the regulations outlined herein.

If a participant engages in harassing behavior, the event organizers may take any action they deem appropriate, including issuing a warning to the offender or immediate expulsion from the conference, with or without a refund. If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of event staff immediately.

Event staff will be happy to help participants contact venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the event. Event staff can be found at the registration area at all times or elsewhere throughout the venue.

We expect participants to follow these rules at all times. Uncubed's event staff can be found at Registration and can be reached via email at: [operations@uncubed.com](mailto:operations@uncubed.com)



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## **NOTICE OF FILMING AND PHOTOGRAPHY**

When you enter an Uncubed event, you enter an area where photography, audio, and video recording may occur.

By entering the event premises, virtual or physical, you consent to interview(s), photography, audio recording, video recording and its/their release, publication, exhibition, or reproduction to be used for news, web casts, promotional purposes, telecasts, advertising, inclusion on websites, social media, or any other purpose by Uncubed and its affiliates and representatives. Images, photos and/or videos may be used to promote similar Uncubed events in the future, highlight the event and exhibit the capabilities of Uncubed. You release Uncubed, its officers and employees, and each and all persons involved from any liability connected with the taking, recording, digitizing, or publication and use of interviews, photographs, computer images, video and/or or sound recordings.

By entering the event premises, virtual or physical, you waive all rights you may have to any claims for payment or royalties in connection with any use, exhibition, streaming, web casting, televising, or other publication of these materials, regardless of the purpose or sponsoring of such use, exhibiting, broadcasting, web casting, 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 Uncubed or the person or entity designated to do so by Uncubed.

You have been fully informed of your consent, waiver of liability, and release before entering the event.