



Melbourne International Games Week

Code of Conduct

Melbourne International Games Week (**MIGW**) is committed to providing an event free of all forms of harassment and bullying for everyone regardless of age, gender identity, disability, physical features, political belief or activity, race, religious belief or activity, sex, sexual orientation, or any other protected attribute. MIGW expects all participants to contribute to creating a safe event environment.

This Code of Conduct (**Code**) is issued by Creative Victoria for and on behalf of the State of Victoria and may be updated or amended from time to time by Creative Victoria. Creative Victoria will publish updates to the Code online at the MIGW website.

Purpose

This Code provides expectations for all those involved in MIGW and details potential consequences of engaging in unacceptable behaviour. By participating in MIGW, all those involved in MIGW agree to observe this Code.

Application of Code

This Code applies to all activities and all people involved in those activities that take place at official MIGW or MIGW-related events (**MIGW Events**). This Code covers event organisers, exhibitors, sponsors, volunteers, speakers, media, and attendees of MIGW (**Participants**). All Participants are expected to comply with this Code and act in a courteous, respectful manner at all times when dealing with fellow Participants. Event organisers will be asked to sign on to the Code before inclusion in the official MIGW program.

Unacceptable Behaviour

Unacceptable Behaviour includes intimidating, harassing, abusive, discriminatory, derogatory, or demeaning conduct by Participants. Many MIGW Events take place in public spaces; Participants are expected to be respectful to everyone in these locations.

Harassment

Harassment is unwelcome behaviour which offends, humiliates, or intimidates another person, or is likely to offend, humiliate or intimidate another person. The fact that no offence is intended by the behaviour does not mean that harassment has not occurred. If the behaviour has the effect of being offensive, humiliating or intimidating, and a reasonable person could have anticipated that reaction in the circumstances that will be Harassment.

Harassment may occur as a single act, a series of incidents, or persistent innuendos or threats. It can take many forms, be silent or loud, subtle, or openly hostile, and it may be private or public.

Bullying is a form of harassment. It includes repeated, unreasonable behaviour that demeans, intimidates, victimises, threatens, or humiliates people, either as individuals or as a group. The following examples may constitute harassment and/ or bullying:

- verbal abuse, threats, sarcasm, or other forms of demeaning or intimidating language or communication;
- psychological harassment;
- physical intimidation;
- making, circulating, or displaying jokes containing inappropriate or offensive content;
- intrusive enquiries into another person's personal life, including their religion, family or private matters;
- openly displaying pictures, posters, graffiti, or written materials which might be offensive to some; and
- communications via phone, email or computer networks which are threatening, abusive or offensive to others.

Sexual harassment

Sexual harassment is unwelcome sexual behaviour that causes a person to feel offended, humiliated, or intimidated, where a reasonable person could have anticipated that reaction in the circumstances. Sexual harassment includes an unwelcome sexual advance, an unwelcome request for sexual favours and any other unwelcome conduct of a sexual nature.

Sexual harassment can be physical, verbal or written. Examples include:

- comments about someone's private life or the way they look;
- sexually suggestive behaviour, such as leering or staring;
- brushing up against someone, touching, fondling or hugging;
- sexually suggestive comments or jokes;
- displaying offensive images or objects;
- repeated requests to go out;
- requests for sex;
- sexually explicit emails, text messages or posts on social media;
- sexual assault; and
- suggestive behaviour.

Some of the above may also amount to a criminal offence.

This Code is not about prohibiting friendships at MIGW or genuine consenting relationships.

Other Unacceptable Behaviour

- Discrimination on any basis including sex, sexual orientation, gender, race, religion, disability, or any other protected attribute.
- Behaving in a way that causes offence to other people, like racial vilification, swearing and using obscene language.
- Possession of alcohol other than in a container with an unbroken seal, or consumption of alcohol in areas other than those specifically designated for the consumption of alcohol. MIGW encourages the responsible consumption of alcohol.
- Use, possession, or distribution of an illegal drug, including but not limited to cannabis, heroin, amphetamines, and cocaine.
- Possession of any prohibited weapon, controlled weapon, or dangerous article. Event organisers and venue security may request to inspect any prop(s) in the possession of attendees.
- Taking inappropriate photos or recordings of someone without their knowledge.
- Acting in a way that disturbs the peace or interferes with the comfort of people who may be nearby. This may include persistent disruption of a presentation or event. Behaviour may be unacceptable if event organisers think the behaviour is intended to disturb, even if no one is actually disturbed by it.
- Placing a person in fear of violence towards them, including threatening to harm someone or being physically intimidating.
- Inappropriate depictions of violence or inappropriate use of nudity and/ or sexual images (including on presentation slides).
- Failure to comply with rules, regulations or policies of venues or locations at which official MIGW Events are held.
- Engaging in any unlawful or offensive behaviour.

Consequences of Unacceptable Behaviour

Unacceptable Behaviour will not be tolerated. Participants asked to stop any Unacceptable Behaviour are expected to comply immediately.

If a Participant engages in Unacceptable Behaviour, MIGW event organisers may take any action they deem appropriate, including warning or expelling the Participant from the MIGW Event with no warning or refund.

Please note, while MIGW event organisers take all concerns raised seriously, it reserves discretion as to determining when and how to follow up on reported incidents. MIGW event organisers may decline to take any further action and/ or may direct the Participant to other resources for resolution, for example, venue security or Victoria Police.

If you witness or are subject to Unacceptable Behaviour

If you feel safe doing so and believe that it is appropriate in the circumstances, you may politely bring the behaviour to the attention of the person engaging in the Unacceptable Behaviour and request that they stop the Unacceptable Behaviour.

If you do not feel that you can do this, or it does not work, you should notify the organiser of the specific Event which you are attending, venue security and in the case of a criminal offence Victoria Police, as soon as possible. Contact details of event organisers may be found on the MIGW website under each listed Event.

Suspected violations of this Code should also be reported to Creative Victoria and in the case of criminal conduct, Victoria Police. Creative Victoria representatives are available to assist those experiencing Unacceptable Behaviour during MIGW with contacting venue security or Victoria Police. Contact details for Creative Victoria may be found below.

Contact details

Creative Victoria

Level 31

121 Exhibition Street,

Melbourne VIC 3000

(03) 8683 3100; Freecall: 1800 134 894 (toll free country Victoria only).

Email: creativevic@ecodev.vic.gov.au