

Anti Harassment policy

Code of Conduct

Introduction

This guideline aims to ensure that TechGALA is a comfortable place for all participants. To ensure everyone's safety, it is essential that all attendees understand the different forms of harassment. People are sometimes unaware of their own behavior; that is why, regardless of how long someone has been part of the community, we all need to be mindful of one another. By keeping this guideline in mind, let's work together to make TechGALA a welcoming and enjoyable space for everyone.

What is Harassment?

Harassment includes, but is not limited to, offensive verbal or written remarks related to gender, sexual orientation, age, disability, physical appearance, race, or religion. It also includes the following behaviors:

- Persistently interrupting conversations
- Unjustly excluding others
- Condescending words or actions
- Behavior or language that asserts one's superiority
- Intimidation
- Stalking
- Taking photos or making recordings in a harassing manner
- Inappropriate physical contact
- Displaying sexual images in public spaces
- Drawing attention through sexual topics

Who Does This Apply To?

All participants of this event—including attendees, speakers, staff, and sponsors—are subject to this code of conduct. This applies not only to the in-person event, but also to all interactions through online tools related to the event.

Expected Behavior

- Show respect: Act in ways that allow others to contribute positively and productively with their abilities and enthusiasm. Use "yes/and" rather than "no/but" to foster respectful and constructive exchanges.
- Recognize value: Everyone's ideas, skills, and contributions—including your own—are valuable. You may encounter perspectives different from your own; express appreciation and embrace those differences.
- Listen actively: Communication is not just about speaking—listening is equally essential. Participants are encouraged to listen more than they talk.
- Engage in dialogue: Don't assume everyone shares the same context or background. Encourage dialogue to build mutual understanding.
- Take responsibility for your actions: Do not engage in discrimination, slander, or harassment. This includes gestures and behavior in online discussions (such as on X, LinkedIn, Facebook, or eventos). Please also be mindful of your display name, avatar, and any items visible in your background, as these may appear in online streams or recordings. Make sure your content complies with applicable laws (especially copyright) and this code of conduct (particularly in regard to harassment).
- Be mindful of personal and cultural differences: We all come from different backgrounds and cultures. Something that may seem harmless to you might be inappropriate or hurtful to someone else. When in doubt, choose dialogue and ask.

Unacceptable Behavior

- Offensive language is not tolerated: We do not accept harmful language related to gender, gender identity or expression, sexual orientation, illness or disability, physical appearance, race, religion, age, or socioeconomic status. This includes intentionally referring to someone as "he" or "she" when their gender is unclear. Making assumptions based on your own values can result in expressions that are not welcome. If you are unsure whether your words might be offensive, do not use them.
- Sexual behavior is not tolerated: Seeking attention through sexual topics is not acceptable. This includes sexual comments or jokes, as well as sharing or distributing sexual images. Do not make assumptions about someone's gender based on their appearance, and refrain from expressing sexual opinions based on your personal values. Physical contact without consent—or simulated contact, such as text messages or emojis suggesting "hugs" or "kisses"—is also not tolerated.
- Disruptive behavior is not tolerated: We do not accept actions that disrupt events, including talks or presentations. This includes making unrelated comments or questions during sessions. Encouraging excessive drinking or ridiculing those who choose not to drink also falls under this category.
- Inciting such behavior is not tolerated: Even if you are not directly engaging in unacceptable behavior, tolerating or encouraging it is equivalent to committing it yourself.

When encountering unacceptable behavior

If a participant engages in harassing behavior, the organizer may take appropriate action, up to and including expulsion of the perpetrator from the event. If you are being harassed, or if you become aware that someone else is being harassed, or if you have any other concerns, please contact the event organizers or the contact point immediately. If necessary, we will contact or escort you to the facility/venue security or relevant law enforcement agencies. Alternatively, we will discuss a response plan and provide appropriate assistance to ensure that the person experiencing harassment feels safe during the event.

Contact Information Related to the Code of Conduct

Please contact us by e-mail or contact form.
Email : harassment@techgala.jp
Contact form : <https://business.form-mailer.jp/lp/587e7c96297314>

Disciplinary Action for Violations of the Code of Conduct

Purpose

Disciplinary actions for violations are established and implemented to ensure the healthy and respectful operation of this event. All participants—whether they have joined the event before or are participating for the first time—should be able to engage safely and with peace of mind. Appropriate and necessary actions will be taken to support this goal. The objective of disciplinary action is not simply to impose penalties, but to encourage reflection and behavioral change among all participants by ensuring the fair and proper application of this code of conduct, including responses to violations, in pursuit of a better event experience for everyone.

Applicable Incidents

All incidents that occur in relation to this event—including communications on online tools managed by the Executive Committee or Secretariat, regardless of whether they happen offline or online—are subject to this process.

Process Leading Up to Disciplinary Action

Initial response and assessment of a potential violation will be handled by the Executive Committee. When a report is received, the organizers and event staff will investigate the matter. Based on the findings, the organizers will deliberate and determine the appropriate disciplinary measures.

Handling Information

Event staff will treat all information related to an incident with great care in accordance with TechGALA's privacy policy. This is to ensure that victims, reporters, and those seeking consultation are not placed at any disadvantage.

Type and specifics of disposition response

Type	Expected Incidents	Details Of Disciplinary Action
Caution	Violations that can be judged to be minor in degree	Caution violators and ensure compliance with the Code of Conduct.
Severe Caution	Violations that cannot be judged to be minor in degree, nor malicious in nature.	1. Participation in the event (including participation as a speaker, staff member, or sponsor) during the period determined by the organizer. The same shall apply hereinafter.) (i) Prior permission from the organizer is required for participation in the event (including participation as a speaker, staff member, or sponsor) during the period determined by the organizer. 2. Although the case is not expected to be publicized, some information on the case (with personal information kept confidential) may be used as a reminder or a reference case. 3. If a violation equivalent to a "Caution" or "Severe Caution" is committed again after this disciplinary action, the disciplinary action will be a "Temporary ban on participation."
Time-limited ban on participation	The degree of violation can be judged to be malicious.	1.Participation in the event will be banned for a period of time determined by the organizer. 2.The case and the disposition will be made public (however, personal information will not be disclosed). 3.If any violation is found after this disposition, regardless of the degree of the violation, the organizer will impose an "indefinite ban" on participation in the event.
Indefinite ban from participation	Violations that can be judged to be extremely malicious (e.g., violations of criminal law)	1.Indefinite ban from participation in the event, with notification to relevant law enforcement agencies as necessary. 2. The case and the disposition will be made public (personal information will be made public if necessary).