

Startup Valencia Anti-Harassment Policy

Asociación Valenciana de Startups (from here on, Startup Valencia) is dedicated to providing a positive, harassment-free event experience for all participants and staff, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, race, age or religion. The GSMA does not tolerate harassment of event participants or staff in any form. The use of harassing language and imagery (including that of a sexualised nature) is not appropriate at any Startup Valencia event or related social activity sponsored or organised by Startup Valencia. Event participants violating this policy may be sanctioned or expelled without a refund at Startup Valencia's sole discretion.

Examples of harassment include, but are not limited to:

- Verbal comments or actions related to gender, gender identity and expression, sexual orientation, disability, physical appearance, race, age, or religion
- Use of sexual images in public spaces
- Deliberate intimidation, stalking or following
- Unauthorised photography or recording
- Use of sexualised or harassing content in presentations
- Inappropriate physical contact
- Unwelcome sexual attention
- Advocating for or encouraging any of the above behaviour

If at any time you are made to feel unsafe or unwelcome at a Startup Valencia event, or witness this behaviour towards others, please report it as soon as possible. Reports can be made either personally onsite to Startup Valencia staff, or emailed to hello@startupvalencia.org. Regardless of the reporting method, the name and/or company reporting a harassment incident will be held in the strictest of confidence. Onsite staff have been briefed to immediately escalate incidents.

Enforcement

If a participant or group engages in harassing behaviour, Startup Valencia retains the right to take any actions to maintain a positive event environment for all participants and staff. This includes warning the offender or expulsion from the event with no refund. Event participants who are asked to cease harassing behaviour are expected to comply immediately.

Exhibitors, advertisers, sponsors, partners, vendor stands and all event-related activities sponsored or organised by Startup Valencia, are also subject to Startup Valencia's Anti-Harassment Policy. In particular, exhibitors should not use sexualised images, activities, or other material. Stand staff (including volunteers) should not wear sexualised clothing/uniforms/costumes, or otherwise create a sexualised environment.