

# **TERMS OF SERVICE**

Visual Playground Workshops  
April 3rd - 5th & 8th - 12th 2019

1. The minimum age for participants at Visual Playground is 18 years.
2. We reserve the right to deny entry or remove from the event any person who, in our sole and absolute discretion, is behaving or threatening to behave in a manner which we reasonably consider to be disruptive to our event. This also includes violations of the Code of Conduct.
3. If you are admitted to our workshop series, presence to each class is mandatory. In case of unforeseen emergencies, you are only allowed to miss one day from the workshop schedule.
4. You are not allowed to stay at the event location outside the announced opening & closing hours, except through proper authorization from the venue or Visual Playground Staff.
5. Tickets and Participation Costs cannot be refunded, and cannot be resold above the original price. Tickets are registered to a name, and if you want to give your ticket to someone else, make sure to contact us via email in advance ([hey@visualplayground.ro](mailto:hey@visualplayground.ro)) and tell us the information of the new attendee.
6. We cannot take any responsibility for any damaged, lost or stolen goods and personal belongings.
7. You authorize and permit us and our designees, including but not limited to all our partners, sponsors, exhibitors and contractors to use and authorize the use of your name, voice, likeness and all reproduction thereof in any form and by any means for all purposes, worldwide now and in perpetuity.
8. Changes in the program do not warrant a right to return or refund the ticket.
9. Putting up posters, other forms of commercial displays, or spreading and distributing any forms of commercial material is strictly forbidden without prior written consent from the event organizers.

# CODE OF CONDUCT

## 1. Purpose

A primary goal of Visual Playground is to be inclusive to the largest number of contributors, with the most varied and diverse backgrounds possible. As such, we are committed to providing a friendly, safe and welcoming environment for all, regardless of gender, sexual orientation, ability, ethnicity, socioeconomic status, and religious belief (or lack thereof).

This Code of Conduct outlines our expectations for all those who participate in our community and event, as well as the consequences for unacceptable behavior.

We invite all those who participate in Visual Playground to help us create safe and positive experiences for everyone.

## 2. Expected Behavior

Participate in an authentic and active way. In doing so, you contribute to the health and longevity of this community. Exercise consideration and respect in your speech and actions.

Attempt collaboration before conflict. Refrain from demeaning, discriminatory, or harassing behavior and speech. Be mindful of your surroundings and of your fellow participants. Alert community leaders if you notice a dangerous situation, someone in distress, or violations of this Code of Conduct, even if they seem inconsequential.

## 3. Unacceptable Behavior

Unacceptable behaviors include: intimidating, harassing, abusive, discriminatory, derogatory or demeaning speech or actions by any participant in our community online, at all related events and in one-on-one communications carried out in the context of community business.

Community event venues may be shared with members of the public; please be respectful to all patrons of these locations.

Harassment includes: harmful or prejudicial verbal or written comments related to gender, sexual orientation, race, religion, disability; inappropriate use of nudity and/or sexual images in public spaces (including presentation slides or marketing material); deliberate intimidation, stalking or following; harassing photography or recording; sustained disruption of talks or other events; inappropriate physical contact, and unwelcome sexual attention.

## 4. Consequences of Unacceptable Behavior

Unacceptable behavior from any community member, including sponsors and those with decision-making authority, will not be tolerated. Anyone asked to stop unacceptable behavior is expected to comply immediately.

If a community member engages in unacceptable behavior, the community organizers may take any action they deem appropriate, up to and including a temporary ban or permanent expulsion from the community and event without warning (and without a refund in the case of a paid event).

#### 5. If You Witness or Are Subject to Unacceptable Behavior

If you are subject to or witness unacceptable behavior, or have any other concerns, please notify a member of the team as soon as possible (contact info below).

Additionally, community organizers are available to help community members engage with local law enforcement or to otherwise help those experiencing unacceptable behavior feel safe. In the context of in-person events, organizers will also provide escorts as desired by the person experiencing distress.

#### 6. Addressing Grievances

If you feel you have been falsely or unfairly accused of violating this Code of Conduct, you should notify the Visual Playground organizers with a concise description of your grievance.

#### 7. Scope

We expect all community participants (contributors, paid or otherwise; sponsors; and other guests) to abide by this Code of Conduct in all community venues - online and in-person - as well as in all one-on-one communications pertaining to community business.

#### 8. Contact info

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Paula Rusu  
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#### 9. License and attribution

This Code of Conduct is distributed under a Creative Commons Attribution-ShareAlike license.  
Visual Playground Revision, adopted by Asociatia Visual Playground on March 7th, 2016.