

The NCSC's Events Code of Conduct

As event organisers, the NCSC is dedicated to providing a positive learning and sharing experience for all participants attending both in-person and virtually. Our events will provide equal opportunities and respect to all participants, speakers, organisers, and facilitators – irrespective of sex, gender identity or gender expression, pregnancy & maternity, marital & civil partnership status, race, ethnic group, neurodiversity, disability, age, nationality, national origin, sexual orientation, socioeconomic status, religion or belief.

This policy covers all aspects of our events, from keynote speeches and informal chats, to participation in online discussions.

“The NCSC is committed to driving a culture of inclusion in the cyber security industry and recognises diversity of talent and diversity of thought as key pillars of an effective and sustainable ecosystem in which all talent can thrive. It is only through diversity, and the innovation it brings, that our ecosystem remains sustainable and effective.”

– CEO Richard Horne

We will project an image that reflects this policy.

In organising our events, we will produce marketing information that explicitly welcomes people from all areas of the community to take part and expresses how we will be happy to make reasonable adjustments where required.

Partners who are operating from exhibition hall stands will commit to avoiding inappropriate images, activities, or other material.

Harassment comes in many forms

There is no place at NCSC events for harassment, or any behaviour that makes others feel uncomfortable.

This includes, but is not limited to: intimidation, harassment, assault, unfair discrimination, derogatory or demeaning conduct, reinforcement of social stereotypes, sexual images in public spaces including online platforms, deliberate intimidation/stalking, unwanted photography or recording, sustained disruption of talks, unwanted physical contact, unwelcome sexual attention, or encouraging any of this behaviour.

We want everyone to come away from NCSC events having had a good experience.

Everyone has a role to play

As a member of this community, you are empowered to politely engage when you or others are disrespected. Please speak up if you see or hear anything, either to event staff, or by addressing it directly yourself. Early intervention can help resolve issues before they escalate.

The person responsible may have no idea that their behaviour is causing harm or distress to others. You can discreetly bring the issue to their attention to give them the opportunity to apologise and change how they interact with others.

If you don't want to challenge the behaviour directly, we understand. But we encourage you to report such behaviour to events@ncsc.gov.uk using the subject line 'Poor Behaviour Report' with as many details as possible (anonymously if you so wish). During each event, this inbox will be monitored by an appropriately trained duty officer who will be able to respond quickly to any incidents reported.

Even if you don't want to report a specific issue to be taken forward, we still want to hear from you. Through the event feedback forms, we would like to hear about your positive and negative experiences and observations during the event. It is important for us to understand the scale of the issues covered in this policy, and the effectiveness of the measures we are taking.

Zero tolerance means just that

We will look into every incident reported to, or observed by, our event staff, and we will respond appropriately.

We may publicly challenge behaviour, facilitate a private learning discussion, share other learning resources, or expel the offender from the event (without refund). The NCSC may also refuse that person admission to future events.

The NCSC expects all our partners to work to this policy. Consistent failures to enforce it could affect our longer-term working relationship.

About the code of conduct

These policies cover all aspects of our events, from keynote speeches and informal chats, to participation in online discussions.

This policy is fully supported by the NCSC Board, and all sponsors of this event. In planning for this event, all speakers and registered participants will be made aware that we expect them to follow this policy. Every session at this event has an NCSC sponsor, who is required to explain this policy to all their speakers. Where possible, they should also check that presentations can be understood by all attendees, and that they include no unsuitable content.

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Some of the material in this document is taken from [Google events anti-harassment policy](#) and the [Geek Feminism Wiki Conference anti-harassment pages](#). Both licensed under the Creative Commons Zero License.

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