

nLOUG Code of Conduct

About nLOUG

The Netherlands Oracle User Group (nLOUG) is an independent association for Oracle users within the Dutch-speaking region. Our mission is to promote the effective and efficient use of Oracle products. We achieve this by facilitating the exchange of information between members, as well as between nLOUG and Oracle, and by representing our members' interests regarding product enhancements or modifications.

Application

To support these goals, nLOUG organises various gatherings, including official events, fringe activities, and social meetups (collectively referred to as “events”). This Code of Conduct applies to all participants at our events, including members, speakers, volunteers, and guests.

Expected Behaviour

We expect all participants to:

- Conduct themselves in a professional, considerate, and respectful manner that fosters a collegial, inclusive, and cooperative environment.
- Respect the rules and policies of nLOUG, the event venue, hotels, and contracted facilities.

Unacceptable Behaviour

nLOUG does not tolerate unacceptable behaviour. This includes, but is not limited to:

- Intimidating, harassing, abusive, derogatory, or demeaning speech or actions.
- Physical or verbal abuse of any participant, speaker, volunteer, exhibitor, nLOUG staff member, service provider, or other guest.
- Actual or implied threats of physical harm, including physical violence (such as unwelcome touching or groping), deliberate intimidation, stalking, or following.
- Persistent and unwelcome solicitation of physical intimacy, regardless of whether it involves threats of harm.
- Prejudicial actions or comments related to actual or perceived gender, gender identity and expression, race, ethnicity, national origin, sexual orientation, ability or disability, socioeconomic status, physical appearance, body size, age, or religion.
- Inappropriate use or display of nudity and/or sexual images in public spaces.
- Harassing photography or recording.
- Disruption of sessions or other event activities.

Consequences

Should nLOUG determine that a violation of this Code of Conduct has occurred, we reserve the right to take appropriate action. This may include issuing a verbal warning, removing a participant from the meeting without a refund, and notifying the authorities. nLOUG also reserves the right to prohibit attendance at future events. We do not tolerate any form of retaliation against individuals who report unacceptable behaviour.

Reporting an Incident

If you are the target of unacceptable behaviour or witness such conduct at an nLOUG event, please contact an nLOUG staff member on-site immediately or email your concerns to secretariaat@nloug.nl.

For situations involving an immediate or serious threat, nLOUG advises contacting venue security or the emergency services directly.