



IGDA Finland Code of Conduct

IGDA Finland is the local Finnish chapter of IGDA, the International Game Developers Association. IGDA is a non-profit professional society that is committed to advancing the careers and enhancing the lives of game developers by connecting members with their peers, promoting professional development, and advocating on issues that affect the developer community. We encourage inclusive and welcoming community spirit in our 12 local hubs and across Finland. Go to www.igda.org to learn more about IGDA mission and vision.

INCLUSIVENESS POLICY

IGDA Finland is committed to keeping our community safe for everyone and has a zero-tolerance policy on harassment in any and all of its forms. This Code of Conduct covers the professional game industry related events and is also applicable to casual networking gatherings. The aim of this Code of Conduct is to make sure that the individuals attending events organized solely or in partnership with IGDA Finland are aware and committed to fighting against sexual and other forms of harassment and are aware of Finnish laws and regulations concerning these matters. Every member of our community, no matter of professional experience, cultural or religious background, gender, sexual orientation, ability, appearance, ethnicity, national origin, citizenship, socioeconomic status (or lack thereof) deserves friendly, safe and welcoming environment to grow individually and professionally as part of Finnish gaming industry.

HARASSMENT INCLUDES, BUT IS NOT LIMITED TO:

1. Sexual harassment
2. Repeated threats and bullying
3. Intimidation and belittling
4. Sexually charged comments
5. Derogatory and mocking speech

OUR STAND:

SAFETY: Physical, mental and sexual safety and comfort is a basic right for everyone in the Finnish game industry community and it should be emphasized by all the individuals working in or in any way related to the games industry.

FIGHT HARASSMENT: Harassment, or tolerance of harassment of any kind, harms us and our industry, limits our craft and violates this Code and Finnish laws.

RESPONSIBILITY: Everyone has a responsibility to influence the safety of the Finnish games industry by following this Code of Conduct and intervening to stop any harassment that is

witnessed or reported. Intervene or/and report if you witness something that violates this Code of Conduct.

POWER MEANS MORE RESPONSIBILITY: There is zero tolerance to the acts of abusing a work related position of social or professional power to conduct any of the harassment mentioned above is highly unethical and directly violates this Code of Conduct.

INFORM: If you experience harassment, inform the person conducting it that you do not accept their behaviour. Inform the event organizer of the misbehaviour immediately.

IF YOU WITNESS OR ARE SUBJECT TO UNACCEPTABLE BEHAVIOR

If you are subject to or witness unacceptable behavior, or have any other concerns, please report this in one of the following ways:

- Speaking to an on-site organiser or volunteer
- Contact your closest hub lead
- Emailing the dedicated person from IGDA Finland (contact at <https://www.igda.fi/about-us>)

IF NEEDED, ASK FOR HELP: You can also ask for help from your hub leader, members of the Board of IGDA Finland or occupational health and safety representatives. It is critical that any misbehaviour and abuse is immediately reported in order to stop such behaviour and prevent further harassment - protect the community!

TAKE NOTES: Be ready to explain the situation (what happened, when, where, who harassed you, were any other people present).

DEMAND RESPONSIBILITY: According to Finnish law, the event organizer is obligated to investigate every reported harassment case related to the event where incident happened.

ASK FOR PREVENTIVE MEASURES: Event organizers should actively monitor whether harassment at the workplace exists and take the initiative to intervene in a manner outlined in the company policy. If you are accused of harassment: **LISTEN:** Listen to the person / manager explaining the situation to you.

APOLOGISE: Be ready to apologise. **BE THE SOLUTION:** Discuss possible ways of resolving the situation. The accused can also discuss the situation with the aforementioned employer representatives.

READ THE CODE OF CONDUCT: Do not break the code of conduct.

We wish for all community participants (event organizers, contributors, paid or otherwise; sponsors; and other guests) to abide by this Code of Conduct in all IGDA Finland events and venues—online and in-person—as well as in all one-on-one or group communications pertaining to community and Finnish gaming industry.