



Code of Ethics and Safeguards for the African Diaspora Network (ADN) at ADIS25

Purpose

At the African Diaspora Investment Symposium 2025 (ADIS25), our top priority is to create a safe, respectful, and inclusive environment where participants can connect, learn, and collaborate effectively. We recognize that the topics we explore may involve sensitive and diverse perspectives. To ensure a positive and meaningful experience for all attendees, we have established the following **Community Values** and **Code of Conduct**.

Community Values

1. **Every Voice Matters:** Embrace the diversity of experiences and perspectives within our community.
2. **Speak to Be Understood; Listen to Understand:** Foster clear, respectful, and empathetic communication.
3. **Be Present; Be Engaged:** Commit to active participation and focus on meaningful exchanges.
4. **Value Our Time Together:** Respect the schedule and the efforts of speakers and participants.
5. **Create Space for Dialogue:** Encourage open and constructive conversations.
6. **From Challenges to Solutions:** Approach differences and difficulties with a solutions-oriented mindset.
7. **Leave Assumptions at the Door:** Enter discussions with curiosity and openness.
8. **Humor with Purpose:** Recognize the value of humor as a tool for connection, not division.
9. **Accountability:** Take ownership of your experience and contributions.
10. **Care for Yourself and Others:** Prioritize your well-being and that of fellow attendees.

Code of Conduct

1. **Be Respectful and Collaborative:** Engage with others in a spirit of respect, consideration, and inclusivity. Focus on constructive learning and dialogue.
2. **Avoid Demeaning or Harassing Behavior:** Harassment, discrimination, intimidation, and disruption are strictly prohibited. This includes both verbal and physical conduct.
3. **Maintain Professionalism:** Conduct yourself in a manner that upholds the dignity and integrity of the event.
4. **Engage Thoughtfully:** Ensure conversations and exchanges are constructive and aligned with the session's goals. Prolonged discussions should take place during designated networking opportunities.
5. **Report Violations:** Notify ADN staff immediately if you experience or witness a breach of this code.

What Constitutes Unacceptable Behavior

Unacceptable behavior includes but is not limited to:

- **Harassment or Discrimination:** Including sexist, racist, homophobic, transphobic, ableist, or other discriminatory language, jokes, or imagery.
- **Intimidation or Trolling:** Any deliberate act intended to disrupt or demean participants.
- **Promotion of Illegal Activity:** Sharing or displaying illegal substances and topics in any format.
- **Non-Compliance with Event Policies:** Ignoring staff instructions or failing to adhere to event guidelines.

Violations of this code may result in immediate expulsion from **ADIS25 without a refund**, disqualification from future events, and, if necessary, the involvement of law enforcement.

How to Report Unacceptable Behavior

If you witness or experience behavior that violates our Community Values or Code of Conduct, please report it promptly. ADN staff are committed to handling all reports sensitively, confidentially, and with follow-up as needed. Reports can be made in the following ways:

- **In-Person:** Approach any ADN staff member or event volunteer.
- **Email :** Contact Marline Jackson, Events and Partnerships Manager, at marline@africandiasporanetwork.org

Together, we can ensure that ADIS25 remains a safe, respectful, and engaging platform for all participants.

The African Diaspora Network Team