

Splunk Events Code of Conduct

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Summary

Splunk believes in the power of community. We are committed to building an environment where innovative thinkers come together to share and learn new ways of using technology. We strive to provide a safe and inclusive environment at our events for all participants (including staff, speakers, presenters, attendees, partners, sponsors, and guests) and value your attendance and cooperation. Together, we can ensure Splunk Events are safe and welcoming experiences for everyone.

Introduction

Along with the Registration Terms and Conditions for the specific event, this Event Code of Conduct outlines the rules that you need to follow to help ensure that Splunk Events are safe, fun and enlightening for everyone.

All participants at any Splunk Event are required to follow this policy.

Our Expectations

- Have fun and learn!
- Be respectful of other participants and viewpoints that may be different from your own
- Exhibit behavior that creates a supportive and inclusive environment by respecting the diversity and inclusion efforts at the event
- Engage kindly with others
- Remain professional and courteous
- Use good judgment
- Consider others' feelings before you act
- Be supportive and look out for each other
- Comply with all applicable laws
- Wear your badge at all times while at the event or event venues (for online events, display the same information as your badge and always present yourself as who you are)

Behaviors inconsistent with these expectations include (but are not limited to):

- Offensive behavior or language related to race, religion, color, national origin, sexual orientation, gender expression or identity, transgender status, age, disability, veteran or marital status, or any other protected categories under applicable law.
 - Specifically, any rowdy, vulgar or offensive behavior or language using sexually explicit or offensive language or conduct, profanity, obscene gestures, or racial, religious or ethnic slurs.
- Insult or put down anyone at the event, even if you think you're 'just joking'
 - Comments or jokes based on race, religion, color, national origin, sexual orientation, gender expression or identity, transgender status, age, disability, veteran or marital status are never acceptable at any Splunk event.
- Harass, discriminate, intimidate or bully others or behave in a way that is uncivil, unwelcome or derogatory or hateful towards others
 - Harassment includes: offensive comments (verbal, written, or otherwise) related to gender, sexual orientation, race, religion, disability; inappropriate use of nudity and/or sexual images in public spaces (including presentation slides); deliberate intimidation, stalking or following; harassing materials,

photography or recording; sustained disruption of talks or other events (whether verbal or otherwise); inappropriate physical contact, and unwelcome sexual attention.

- Take close-up photos or screenshots of others or record their private conversations without their permission
- Sell merchandise or exhibit any of your company material at any event without your company's and Splunk's prior written permission
- Display derogatory, demeaning (e.g., sexually suggestive, crude, racist), or otherwise offensive images in public places
- Allow others to use your event badge/credentials with another person(s) and/or present yourself as someone else

Consequences

Unacceptable behavior will not be tolerated. Anyone asked to stop unacceptable behavior is expected to comply immediately. If a participant violates this code, Splunk may take appropriate action, up to and including expulsion from the event without warning or refund, exclusion from future Splunk events, and involvement of local law enforcement. If the participant is a Splunk employee, Splunk also reserves the right to take full disciplinary action pursuant to our internal policies.

No refund will be made to anyone who is asked to leave the event due to a violation of this Code.

Reporting

If you are the subject of, or witness to any violations of the Splunk Events Code of Conduct, you can contact us in the following ways:

- Email Splunk Security at gsc@splunk.com
- Call Splunk Security at +1.833.792.8215 or WhatsApp: +1.571.421.6783
- Notify an event staff member

The Splunk Event Code of Conduct may be revised at any time by Splunk and the terms are non-negotiable.