

LanceDB Event Code of Conduct

Updated July 2026

LanceDB is dedicated to providing a harassment-free and inclusive event experience for everyone regardless of gender identity or expression, sexual orientation, disability, neurodiversity, physical appearance, body size, ethnicity, nationality, race, age, religion (or lack thereof), or any other categories protected by local, state, provincial, or federal law.

We do not tolerate harassment against any individual at our events in any form. LanceDB takes violations of this policy seriously and event organizers will enforce our policies throughout the event.

This policy extends to:

- Talks
- Forums
- Workshops
- Social media (or other online media), including personal accounts
- Parties
- Hallway conversations
- Booths and other similar activities
- Virtual Events and Environments
- Electronic communication – via Slack, email, or event apps

This policy is applicable to all attendees, speakers, exhibiting partners, partners, sponsors, volunteers, event staff, vendors, and LanceDB employees or contractors and is applicable both to events that LanceDB puts on for the community as well as LanceDB-only internal events. LanceDB's goal is to cultivate an environment in which everyone feels welcomed, secure and positively engaged.

Expected behavior

All participants of LanceDB events must abide by the following policy:

- **Be excellent to each other.** We want events to be an excellent experience for everyone and everyone should feel welcome to participate fully at our events.
- **Treat everyone with respect.** Participate while acknowledging that everyone deserves to be here – and each of us has the right to enjoy our experience without fear of harassment, discrimination, or condescension, whether expressed or implied.
- **Jokes should not demean others.** Please consider what you are saying and how it would feel if it were said to or about you.
- **Participate Responsibly.** To promote a professional and respectful environment, we strictly prohibit excessive alcohol consumption, drug use, and any form of intoxication. We expect all participants to engage responsibly and maintain a conduct that upholds the dignity of the event. Any behavior that disrupts the event, including but not limited to excessive drinking, drug use, or appearing visibly intoxicated, will not be tolerated and may result in immediate removal from the venue and prohibition from participating in future events. We appreciate your cooperation in helping us maintain a welcoming and safe atmosphere for everyone.
- **Speak up if you see or hear something.** Harassment in any form should not be tolerated, and you are empowered to politely engage when you or others are subject to potentially intimidating, hostile, offensive, or abusive behavior. The person making you feel uncomfortable may not be aware of what they are doing, and politely bringing their behavior to their attention is encouraged.

Unacceptable behavior

Harassment is not tolerated. Harassment includes, but is not limited to: verbal language that reinforces social structures of domination related to gender identity and expression, sexual orientation, disabilities, neurodiversity, physical appearance, body size, ethnicity, nationality, race, age, religion, or any other protected category; sexual imagery in public spaces; deliberate intimidation; stalking; following; harassing photography or recording; sustained intentional

disruption of talks or other events; offensive verbal language; inappropriate physical contact; unwelcome sexual attention, and any other illegal activity not already covered above. It also encompasses deliberate misgendering or use of 'dead' or rejected names; threats of violence; incitement of violence towards any individual, including encouraging self-harm; inappropriate or repeated social contact; and unwelcome comments about lifestyle choices, such as food, health, or employment practices. Attendees may not possess illegal substances, a weapon, or any item that can be used as a weapon. Attendees may not engage in the destruction or vandalizing of property.

Participants are expected to comply with this policy at all stages of an event, including when communicating with event staff before an event.

Consequences of unacceptable behavior

If a participant engages in harassing, offensive, or intimidating behavior, the event organizers may take any action they deem appropriate, ranging from issuing a verbal warning, and notifying management, to expelling the offender from the event with no refund or reimbursement towards travel expenses at their sole discretion.

Event staff reserves the right to refuse admittance to, or remove any person from, any LanceDB hosted event, at any time in their sole discretion. Participants who are found in violation of this policy are expected to comply immediately with the event staff's decision.

What to do if you witness or are subjected to unacceptable behavior

If you see, are made aware of, or experience behavior which violates this policy, please contact the nearest member of LanceDB event staff or the third party security staff, if on-site. The event staff can usually be identified by special badges/attire. If you are unable to reach someone directly onsite, please email events@lancedb.com to report . If there is a life safety issue, please call emergency services (In the US, call 911.). Our policy means that we will look into and review every allegation of violation of our policy and respond appropriately.

Event staff will help participants contact hotel/venue/event security or local law enforcement, provide escorts, or otherwise assist those experiencing discomfort or harassment to feel safe for the duration of the event. Please note: While we take all concerns raised seriously, we will use our discretion as to determining when and how to follow up on reported incidents, and may decline to take any further action and/or may direct the participant to other resources for resolution.

After receiving a report, LanceDB will initiate a thorough review of the incident and may take one or more of the following actions:

- Engage the reporting party for additional context while maintaining their confidentiality.
- Notify event organizers or venue security as appropriate.
- Issue warnings, remove offenders, or escalate to law enforcement if necessary.

LanceDB values confidentiality and will only share details of the incident on a need-to-know basis, unless sharing is required to ensure the safety of others.

Media Disclaimer

Often we have a photographer or videographer capturing our events. By attending the event, you agree to be photographed or recorded, and you agree that LanceDB will be the sole owner of such media. We reserve the right to use any media taken at any event hosted by LanceDB without the express written permission of those included within the photo or recording, and you waive any rights therein. LanceDB may use the photo or recording for any commercial or noncommercial purposes including without limitation social media, websites, publications, etc. If you would rather not be photographed or filmed, please let our photographers/videographers know.

Please be mindful that others may not want their image or name shared on social media or other public platforms. Before posting images, recordings, or any identifying information about other attendees, you must obtain their explicit consent.

Participant Data Disclaimer

To further enrich your event experience, we may share your registration information with our trusted event sponsors. These sponsors are carefully chosen to offer products, services, and opportunities that are relevant to your professional interests. By participating in this event, you consent to receiving communications from these partners. This collaboration enables us to provide you with valuable resources and networking possibilities. We are committed to protecting your personal data and ensuring the privacy and security of your information with our [privacy policy](#).