

This Code of Conduct applies to all delegates, attendees, speakers, exhibitors, organizers, staff, and volunteers (collectively referred to as “participants”) who attend or participate in any event that we organize. All who register to participate, attend, or speak at our event agree to comply with this Code of Conduct.

We will enforce this code throughout the event. We expect cooperation from all participants to help ensure a safe environment for everybody.

Our events are dedicated to providing a **harassment-free** event experience for everyone.

We do not tolerate harassment of event participants in any form. Sexual language and imagery are inappropriate for any event venue, including talks, workshops, parties, and other online media. Event participants violating these rules may be sanctioned or expelled from the event without a refund at the event organizers’ discretion.

Harassment includes offensive comments or behavior related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack thereof), technology choices, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention. Event participants violating these rules may be sanctioned or expelled from the event without a refund at the event organizers’ discretion.

Participants asked to stop any harassing behavior are expected to comply immediately.

If a participant engages in harassing behavior, the event organizers may take any appropriate action, including warning the offender or expulsion from the event with no refund.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a event staff member immediately. Event staff can be identified as they’ll be wearing branded clothing.

Event staff will be happy to help participants contact hotel/venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the event.

We ask you to live by these rules throughout the event, from venue to workshops and social events. We would applaud it if you would live by these rules through life, but unfortunately, our privilege as organizers doesn’t stretch that far...

By raising the bar for inclusivity for ourselves as organizers, we raise the bar for our attendees. We do this to inspire people to raise their own bar personally.