

Volunteer Code of Conduct

Vision

Ada Developers Academy is designed to increase the number of skilled software developers while redefining and reinventing the way we prepare individuals to be successful in information technology fields. By creating an intensive top-quality state-of-the-art learning community that is inclusive, positive, and enabling, we aim to directly address both the information technology labor shortage in Washington State and the gender imbalance in the software industry.

Mission

Ada Developers Academy prepares students to succeed in careers in software development by training them through a year-long, tuition-free, comprehensive program that teaches cutting-edge web technologies, provides high-caliber internships, and links students with hiring companies.

Inclusivity

Ada Developers Academy is designed to be an inclusive, positive learning environment. Everyone is welcome, regardless of sexual orientation, disability, physical appearance, education, age, race, or religion. All women (cis and trans) and people with non-binary gender who feel a part of women's community are encouraged to apply.

For the safety of our students and the integrity of our program, we ask that all volunteers read and sign this code of conduct.

As a volunteer partner of Ada Developers Academy, **I will**:

- Be conscious of the fact that everything I do, directly or indirectly, has the potential to reflect upon the Ada Program as a whole.
- Accurately represent my professional qualifications, experience, and knowledge.
- Treat everyone with dignity, worth, respect, and fairness regardless of sexual orientation, disability, physical appearance, socioeconomic background, education, age, race, or religion.
- Use positive techniques of guidance, positive reinforcement, and encouragement rather than competition, comparison, or criticism.
- Consider the meaning and impact of my own ethnic and cultural background, gender, class, age, and sexual orientation and their effects on my views of society, women, and women in technology.
- Take appropriate precautions to distinguish between personal, organizational and societal views.

As a volunteer partner of Ada Developers Academy, **I will not**:

- Show favoritism towards any student.
- Humiliate, ridicule, threaten, or degrade anyone involved in the Ada Program.
- Generalize women using gross stereotypes about women (catty, hard to deal with, e.g.) or women in technology.
- Use derogatory, patronizing, judgmental, insulting, humiliating or ridiculing words or phrases for women/girls in any form.
- Engage in or condone any sexual harassment or other forms of harassment that contribute to an uncomfortable, ineffective, or hostile environment.

I agree to abide by the Code of Conduct outlined above in order to best strive for social change in line with Ada Developers Academy's vision, mission, and inclusivity standards. I understand that failure to adhere to these guidelines may result in dismissal as a volunteer.

Printed Name

Signature

Date