# Code of Conduct

**TL;DR.** Be respectful. Harassment and abuse are never tolerated. If you are in a situation that makes you uncomfortable at the Binary Disruption event, if the event itself is creating an unsafe or inappropriate environment, or if interacting with a Binary Disruption representative or event organizer makes you uncomfortable, please report it using the procedures included in this document.

Binary Disruption stands for inclusivity. We believe that every single person has the right to hack in a safe and welcoming environment.

Harassment includes but is not limited to offensive verbal or written comments related to gender, age, sexual orientation, disability, physical appearance, body size, race, religion, social class, economic status, veteran status, sexual images, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention. If what you’re doing is making someone feel uncomfortable, that counts as harassment and is enough reason to stop doing it.

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

Sponsors, judges, mentors, volunteers, organizers, Binary Disruption staff, and anyone else at the event are also subject to the anti-harassment policy. In particular, attendees should not use sexualized images, activities, or other material both in their hacks and during the event. Booth staff (including volunteers) should not use sexualized clothing/uniforms/costumes, or otherwise create a sexualized environment.

If a participant engages in harassing behavior, Binary Disruption may take any action it deems appropriate, including warning the offender or expulsion from the event.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact Binary Disruption using the reporting procedures defined below.

Binary Disruption representatives will be happy to help participants contact campus security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the event. We value your attendance.

We expect participants to follow these rules at all hackathon venues, online interactions in relation to the event, and hackathon-related social events.

## Reporting Procedures

If you feel uncomfortable or think there may be a potential violation of the code of conduct, please report it immediately using one of the following methods. All reporters have the right to remain anonymous.

By sending information to the general reporting line, your report will go to any or all of the Binary Disruption representatives listed below.

* [info@binarydisrupt.com](mailto:info@binarydisrupt.com)
* David Chambers (256) 542-8774

Binary Disruption reserves the right to revise, make exceptions to, or otherwise amend these policies in whole or in part. If you have any questions regarding these policies, please contact Binary Disruption by e-mail at info@binarydisrupt.com

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### Addendum for Open Source Projects

Project maintainers have the right and responsibility to remove, edit, or reject comments, commits, code, wiki edits, issues, and other contributions that are not aligned to the Binary Disruption Code of Conduct, or to ban temporarily or permanently any contributor for other behaviors that they deem inappropriate, threatening, offensive, or harmful.

By adopting this Code of Conduct, project maintainers commit themselves to fairly and consistently applying these principles to every aspect of managing this project. Project maintainers who do not follow or enforce the Code of Conduct may be permanently removed from the project team.

The Binary Disruption Code of Conduct applies both within project spaces and in public spaces when an individual is representing the project or its community.