



# CODE OF CONDUCT

PyCon Balkan is a result of a growing community across the Balkan region. This is the first of many events to come and it is important to us that all attendees, speakers, sponsors and volunteers at our conference (the participants) enjoy and benefit from this experience. As such, we will expect each and every participant of the conference, any of its workshops or related social events to familiarise, respect and adhere to this Code of Conduct (CoC).

If you have any questions or require further information regarding this CoC you are welcome to contact us at [info@pyconbalkan.com](mailto:info@pyconbalkan.com).

## **Treat everyone with respect**

We expect that everyone attending PyCon Balkan will respect each other's differences and will be welcoming to participants around them. It is our aim to reach out to a great diversity of profiles in the developer community and therefore we are hoping to host people from many different cultures and backgrounds.

## **It is our mission to provide to all our participants:**

- enjoyable and safe environment during the conference hours;
- welcoming and professional atmosphere;
- assistance with conference matters where possible should they need it.



## **We will not do tolerate:**

- Discrimination or harassment of any kind relating to gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion and similar. This includes any type of oral or physical abuse, derogatory behaviour, victimization or bullying;
- 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;
- Intoxication of alcohol, drugs or other stimulants;
- Aggressive, unreasonable and intolerant behaviour;
- Any intentional or grossly negligent conduct that may or does cause damage to people and/or venue property;
- Inappropriate or offensive language and unsuitable imagery.

## **Consequences of intolerant behaviour**

If any participant or attendee of the conference is found to have violated this CoC, the conference organisers retain the right to take action against such participant and/or attendee. Depending on the severity of the violation, conference organisers may, at their own discretion, choose to:

- Issue a warning;
- Expel the person concerned from the venue and/or all current and future conference related events with no obligation whatsoever to issue a refund of any kind;

- In case of a particularly serious breach, report the person concerned to the local authorities for further investigation;
- Take any other action they deem appropriate.

## **If you witness or are subjected to unacceptable behaviour/action**

If you are subjected to or are a witness to an unacceptable behaviour/action, or have some general concerned relating to other things that are going on at the conference or related events, please notify one of the conference staff as soon as possible. Conference staff can be identified as they'll be wearing branded clothing and/or badges. The venue staff will also try to assist if possible. Both the conference staff and venue staff will be able to assist if law enforcement or paramedic service is required.

## **Professionalism**

PyCon Balkan will have, among others, sponsors, companies and developers as attendees. We aim to bring the community together and expect everyone to contribute with related information and we very much encourage networking and business relation.

However, any kind of unrelated marketing without our prior agreement is prohibited. Marketing and recruitment sessions must be conducted in a professional manner and in accordance with any pre-signed and approved sponsorship or company contracts.