



## Code of Conduct

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

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

If a participant engages in harassing behavior, CHE Hacks may take any action that CHE Hacks deems appropriate, including warning the offender or expulsion from the event with no eligibility for reimbursement or refund of any type.

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

CHE Hacks representatives will be happy to help participants contact 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.

## **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 five CHE Hacks representatives listed below.

**General reporting:** (856) 672-4376, [incidents@chehacks.com](mailto:incidents@chehacks.com)

### *Special Incidents*

If you are uncomfortable reporting your situation to one or more of these people or need to contact any of them directly in case of emergency, direct contact details are listed below.

**Jason Fisch** - +1 (856) 912-7356, [jason@chehacks.com](mailto:jason@chehacks.com)

**Bogdan Vitoc** - +1 (803) 338-8750, [bogdan@chehacks.com](mailto:bogdan@chehacks.com)

**Emily Reisman** - +1 (856) 701-0635, [emily@chehacks.com](mailto:emily@chehacks.com)

**Miku Fujita** - +1 (856) 673-8345, [miku@chehacks.com](mailto:miku@chehacks.com)

**Salman Fakhri** - +1 (856) 426-1889, [salman@chehacks.com](mailto:salman@chehacks.com)

CHE Hacks 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 CHE Hacks by e-mail at [team@chehacks.com](mailto:team@chehacks.com).

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