

Electric Offense's Code of Conduct

Hello! What you're going to read here applies as much to our parties in real life as to our virtual ones over the web and to our social media presence.

The point of it is to have a great time at our parties. Let's all be dedicated to providing a welcoming, friendly, secure and inclusive environment with regard to (but not limited to) ethnicity, religion, gender identity, sexual orientation, age, ability and physical appearance.

Let's take care of each other and empower each other. In other words, let's be considerate, friendly, empathic and patient, both in speech and actions; but most importantly kind! After all, we can be direct and make our point while still being mindful of other people around us.

❖ Please don't

On the other hand, let's not cause prejudice, bully, insult, threaten, intimidate, abuse, put down people or groups, whether they are present or not. This includes:

- stalking, sustained following or disruption and unwelcome sexual attention;
- impersonating someone for personal gain, unauthorized sharing of private information;
- spamming, scamming, phishing, defrauding, hacking or DDOSing.

Lastly, don't advocate for, condone or encourage any of the above.

If someone is found to be in breach of any of the above they will be barred from attending our events (both virtual and real) and interacting through our social media.

❖ Oppressive behavior Vs Offensive behavior

The line between oppressive and offensive is a thin one, and hard to define, but we need to try in order to separate free speech from hate speech. Offensive would refer to something displeasing or even shocking, repulsive. Oppressive would refer to overwhelming hostility or animosity. We welcome irreverent behavior but we prohibit hateful behavior and in particular harassment.

We aim to include everyone, people that are sensitive and people that are offensive. We support guests who express diverse or unpopular points of view, or do so in humorous or controversial ways, but with clear intent. Ignorance is not an acceptable excuse for conduct that results in hate or harassment.

❖ What to do if there is a conflict

First and foremost, if one feels harassed or unsafe, they should contact an organizer straight away. The safety of our guests comes first. While we always keep an eye on everything, we will be able to help faster when made aware of a situation directly.

We can't expect to agree with everybody. In these situations, let's promote collaboration over conflict and have constructive disagreement. It's an occasion to understand different perspectives.

When a conflict is not obviously hate speech or one sided, we will always hear both cases equally. We'll try to de-escalate to give a chance to each person to understand each other. If they cannot return to a respectful behavior, they will have to settle their dispute outside of the event.

In case of hateful speech or actions, we will swiftly act to protect the victim and ban the offender.

We want our space to be safe. We want our guests to be able to express themselves, but at the same time not to fear listening to people around them. For that, we need you all.

And if you have any questions, be sure to reach us, we'll always take the time to discuss with you. Let's have fun together, enjoy the show.