

## **WarHacks**

### **Code of Conduct**

WarHacks is dedicated to providing a safe and comfortable environment and harassment-free experience for everyone, regardless of the following:

- gender
- gender identity and expression
- age
- sexual orientation
- disability
- physical appearance
- body size
- race
- ethnicity
- nationality
- religion
- social class
- economic status
- political views
- previous hackathon attendance or lack of
- computing experience or lack of
- chosen programming language or tech stack

We do not tolerate harassment of WarHacks participants in any form. Harassment includes but is not limited to offensive verbal, visual or written comments related to list above and 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 immediately. This applies at any hackathon venue, this includes the following:

- hacks
- talks, presentations, or demos
- workshops
- any parties associated to the hackathon
- social media
- any other online media

WarHacks participants, staff or any related parties violating these rules may be sanctioned or expelled from the hackathon without compensation at the discretion of the hackathon organizers.

## Important Details

1. Photography is encouraged, but other participants must be given a reasonable chance to opt out from being photographed. If they object to the taking of their photograph, comply with their request. It is inappropriate to take photographs in contexts where people have a reasonable expectation of privacy (in bathrooms or where participants are sleeping).
2. Participants asked to stop any harassing behavior are expected to comply immediately.
3. As this is a hackathon, we like to explicitly note that the hacks created at WarHacks are equally subject to the anti-harassment policy.
4. Sponsors and partners are also subject to the anti-harassment policy. In particular, sponsors should not use sexualized images, activities, or other material. Sponsor representatives (including volunteers) should not use sexualized clothing/uniforms/costumes, or otherwise create a sexualized environment.
5. If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of WarHacks staff immediately. If your concern is related to a particular staff member then please contact another member in privacy or contact Concordia Campus Security.
6. WarHacks staff will be happy to help participants contact any local security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of WarHacks. We value your attendance.
7. If a participant engages in harassing behavior, WarHacks organizers may take any action they deem appropriate. This includes warning the offender, expulsion from WarHacks with no compensation, or reporting their behaviour to local law enforcement.

Last Updated: Oct 12, 2018

References

<https://static.mlh.io/docs/mlh-code-of-conduct.pdf>

<https://hackcodeofconduct.org>