Hackers Helping Hackers (HHH) is dedicated to providing a harassment-free program experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age or religion. We do not tolerate harassment of program participants in any form. Program participants violating these rules may be sanctioned or expelled from the program at the discretion of the HHH team.

Harassment includes, but is not limited to:

* Verbal comments that reinforce social structures of domination related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion
* Sexual or demeaning images in public spaces
* Deliberate intimidation, stalking, or following
* Harassing photography or recording
* Sustained disruption of talks or other events
* Inappropriate physical contact
* Unwelcome sexual attention
* Advocating for, or encouraging, any of the above behaviour

**Enforcement**

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

If a participant engages in harassing behaviour, the HHH team retains the right to take any actions to keep the event a welcoming environment for all participants. This includes warning the offender or expulsion from the program.

The HHH team may take action to redress anything designed to, or with the clear impact of, disrupting the program or making the environment hostile for any participants.

We expect participants to follow these rules at all event venues and event-related social activities. We think people should follow these rules outside event activities too!

**Reporting**

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible. Harassment and other code of conduct violations reduce the value of our program for everyone. We want you to be happy during our program.

You can make a report either personally or anonymously.

**Anonymous Report**

You can make an anonymous report here<https://secure.lglforms.com/form_engine/s/IVVCQqwXlNLJN9vAhbMHlQ>

We can't follow up an anonymous report with you directly, but we will fully investigate it and take whatever action is necessary to prevent a recurrence.

**Personal Report**

You can make a personal report by:

* Contacting a HHH staff member, identified by HHH badges, buttons, or shirts.

When taking a personal report, our staff will ensure you are safe and cannot be overheard. They may involve other event staff to ensure your report is managed properly. Once safe, we'll ask you to tell us about what happened. This can be upsetting, but we'll handle it as respectfully as possible, and you can bring someone to support you. You won't be asked to confront anyone and we won't tell anyone who you are.

Our team will be happy to help you contact hotel/venue security, local law enforcement, local support services, provide escorts, or otherwise assist you to feel safe for the duration of any HHH events. We value your attendance.

harassment@hackershelpinghackers.com