

Our conference is dedicated to providing a harassment-free conference experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack thereof), or technology choices. We do not tolerate harassment of conference participants in any form. Sexual language and imagery is not appropriate for any conference venue, including talks, workshops, parties, Twitter and other online media. Conference participants violating these rules may be sanctioned or expelled from the conference without a refund at the discretion of the conference organisers.

All participants of the Kotlin KODERS 2021 event must abide by the following policy:

1. Be excellent to each other. The Organizers want the events to be an excellent experience for everyone regardless of gender identity and expression, sexual orientation, disabilities, neurodiversity, physical appearance, body size, ethnicity, nationality, race, age, religion, or other protected category. Treat everyone with respect. Participate while acknowledging that everyone deserves to be at the event -- and each of us has the right to enjoy the experience without fear of harassment, discrimination, or condescension, whether blatant or via micro-aggressions. Jokes shouldn't demean others. Consider what you are saying and how it would feel if it were said to or about you.
2. Speak up if you see or hear something. Harassment is not tolerated, and you are empowered to politely engage when you or others are disrespected. The person making you feel uncomfortable may not be aware of what they are doing, and politely bringing their behavior to their attention is encouraged. If a participant engages in harassing or uncomfortable behavior, the Organizers may take any action they deem appropriate, including warning or expelling the offender from the event with no refund. If you are being harassed or feel uncomfortable, notice that someone else is being harassed, or have any other concerns, please contact a member of the event staff immediately.
3. Harassment is not tolerated. Harassment includes, but is not limited to: verbal language that reinforces social structures of domination related to gender identity and expression, sexual orientation, disabilities, neurodiversity, physical appearance, body size, ethnicity, nationality, race, age, religion, or other protected category; sexual imagery in public spaces; deliberate intimidation; stalking; following; harassing photography or recording; sustained disruption of talks or other events; offensive verbal language; inappropriate physical contact; and unwelcome sexual attention. Participants asked to stop any harassing behavior are expected to comply immediately.
4. Practice saying "Yes and" to each other. It's a theatre improv technique to build on each other's ideas. We all benefit when we create together.

This policy extends to talks, forums, workshops, codelabs, social media, parties, hallway conversations, all attendees, partners, sponsors, volunteers, event staff, etc. You catch our drift. The Organizers reserve the right to refuse admittance to, or remove any person from, the event at any time in its sole discretion. This includes, but is not limited to, attendees behaving in a disorderly manner or failing to comply with this policy, and the terms and conditions herein. If a participant engages in harassing or uncomfortable behavior, the Organizers may take any action they deem appropriate, including warning or expelling the offender from the event with no refund.

The event staff can usually be identified by special badges or orange tee-shirts. The zero tolerance policy means that the Organizers will look into and review every allegation of violation of the Event Community Guidelines and Anti-Harassment Policy and respond appropriately. Please note, while they take all concerns raised seriously, they will use their discretion as to determining when and how to follow up on reported incidents, and may decline to take any further action and/or may direct the participant to other resources for resolution.

Event staff will be happy to help participants contact venue security or local law enforcement, provide escorts, or otherwise assist those experiencing discomfort or harassment to feel safe for the duration of the event. They value your attendance.

Exhibiting partners, sponsors or vendor booths, or similar activities are also subject to this policy. In particular, exhibitors should not use sexualized images, activities, or other material. Booth staff (including volunteers) should not use sexualized clothing/uniforms/costumes, or otherwise create a sexualized environment. Participants and exhibiting partners or sponsors disobeying this policy will be notified and are expected to stop any offending behavior immediately.

This policy is licensed under the Creative Commons Zero license.

This Code of Conduct is the product of the Kotlin KODERS 2021 commitment to create and nurture a welcoming, respectful, and collaborative community, and we thank our Participants for sharing our commitment. This Code of Conduct was inspired by the Google Anti-Harassment Policy, licensed under the Creative Commons Zero License, and ConfCodeofConduct.com.