Code of Conduct

We are committed to building an inclusive community. We expect everyone's behavior to contribute to a productive, safe, and welcoming atmosphere. If you are in a situation that makes you uncomfortable, if the event itself is creating an unsafe or hostile environment, or if interacting with an ADI committee member or event organizer makes you uncomfortable, please report it using the procedures included in this document.

Goals

DevFest aims to educate, build community, and foster technical excitement in an environment that is welcoming to all. We believe that every single person has the right to learn, try, fail, and succeed in a safe and welcoming environment.

Saying *"I don't know"* or *"I don't understand"* is a positive thing at DevFest. It's an opportunity for you to learn something new, and for someone else to help you with it. Simultaneously, helping someone with something they don't know is also a positive thing at DevFest. Take the opportunity to help people that are new to coding see the beauty of this field by encouraging others without minimizing the challenges of participating in the event. Help your friends do the same: the more people participate in DevFest, the more successful DevFest will be.

Inappropriate Behavior at DevFest

Inappropriate behavior is behavior that impedes the goals of DevFest. Such behavior makes people feel uncomfortable, unwelcome, or otherwise harassed.

Harassment includes but is not limited to offensive verbal or written comments related to experience level, 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.

DevFest is a time for bringing all types of people together to learn and build. As such, it is not a time to pursue or further exclusive relationships, romantic or otherwise.

Attendees should not use offensive images, activities, or other material both in their hacks and during the event.

Hacks submitted for demos are subject to approval by DevFest staff before being allowed to present. We reserve the right to bar any team from presenting a hack deemed offensive, so we request that you use your best judgement and determine the appropriateness of your project

ahead of time. Feel free to ask a member of staff if you're unsure as to whether your hack is acceptable at demos.

Be mindful of your language when addressing someone's work. We encourage hackers of all experience levels to build creative and ambitious projects at any level of complexity. Everyone brings a different background and level of experience to DevFest, so something that is simple to you could be challenging to someone else. Remember that we all start out as beginners. Take a moment to see if your comments or actions might hurt someone's feelings or discourage them from learning and building.

Participants asked to stop any inappropriate behavior are expected to comply immediately. If a participant engages in such behavior, DevFest staff may take any action they deem appropriate, including warning the offender or expulsion from the event.

We expect participants to follow these rules at all DevFest venues and DevFest-related events. Sponsors, judges, mentors, volunteers, organizers, and anyone else at the event are also expected to behave according to this policy.

Reporting Procedures

If you feel uncomfortable or think there may be a potential violation of the code of conduct, please report it immediately to one of the following people, or use the anonymous reporting form below:

- Melanie Sawyer, mel@adicu.com, (720) 409-6400
- Alan Du, alan@adicu.com, (301) 633-0982
- Jimmy O'Donnell, jimmy@adicu.com, (973) 650-4490

Anonymous Reporting Form.

In case of emergency, please contact 911.

DevFest staff will be happy to help participants contact campus security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the event.

DevFest 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 DevFest by email at devfest@adicu.com.

This guide was last updated on: December 9, 2018

This Code of Conduct draws portions from the Major League Hacking Code of Conduct and the Hacker School User Manual.