IBM **Q**

IBM Q Community Code of Conduct

IBM Q is dedicated to providing an enjoyable and safe experience for all participants. In the interest of fostering an open and welcoming environment, all participants, including attendees, speakers, sponsors, volunteers, online contributors, and IBM employees are expected to show respect for each other and our community by creating a harassment-free experience for everyone, regardless of age, body size, disability, ethnicity, gender identity and expression, level of experience, nationality, personal appearance, race, religion, or sexual identity and orientation. Expected behavior applies to both online and offline engagement with the IBM Q Community.

Examples of behavior that contributes to creating a positive environment include:

- Using welcoming and inclusive language
- Being respectful and considerate of differing viewpoints and experiences
- Focusing on what is best for the community
- Showing empathy towards other community members
- Being mindful of your surroundings and your fellow participants and listening to others
- Valuing the contributions of all participants
- Engaging in collaboration before conflict

Examples of unacceptable behavior by participants include:

- The use of sexualized language or imagery and unwelcome sexual attention or advances, including inappropriate physical contact
- Personal or political attacks
- Any demeaning, discriminatory, or harassing behavior or speech
- Offensive or degrading language
- Publishing others' private information, such as a physical or electronic address, without explicit permission
- Destruction or vandalism of personal property or event site or materials
- Other conduct which could reasonably be considered inappropriate in a professional setting

Harassment will not be tolerated in any form. Participants in the IBM Q Community should conduct themselves with respect and courtesy.

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Pre-Event Concerns:

If you are planning to attend an upcoming event and you have concerns regarding another individual who may be present, please contact qiskit@us.ibm.com. Action will be taken to ensure the safety of you and others at the event.

Reporting an Incident:

Instances of abusive, harassing, or otherwise unacceptable behavior should be reported immediately by contacting qiskit@us.ibm.com or by speaking directly with any IBM employee. IBM Q will review and investigate all complaints and will respond in a way that it deems appropriate to the circumstances. The organizers will maintain confidentiality with regard to the reporter of an incident.

Incident Response:

If a participant engages in negative or harmful behavior, the IBM Q may take any action they deem appropriate, including but not limited to issuing warnings, expulsion from an event with no refund, permanent banning from future events or online community, or calling 911. IBM Q has the right and responsibility to remove, edit, or reject comments, commits, code, wiki edits, issues, and other contributions that are not aligned to this Code of Conduct, or to temporarily or permanently ban any contributor for other behaviors that they deem inappropriate, threatening, offensive, or harmful.

IBM staff will provide support to victims, including:

- o Providing an escort
- o Contacting venue security or local law enforcement
- o Briefing event staff for response and victim assistance