



Code of Conduct

This code applies to all She Codes initiatives both online and in real life. The organisers, mentors and participants will adhere to this code throughout all the She Codes interactions and we expect cooperation from all participants to help ensure a safe and productive learning environment for all.

Our guidelines

She Codes is dedicated to providing a harassment-free experience for everyone, regardless of:

- Gender identity and expression
- Age
- Sexual orientation
- Disability
- Physical appearance, body size, race, ethnicity
- Religion (or lack thereof)
- Technology choices
- Keep an open mind to all the tech stacks. Let's leave the trash talk to the trolls. She Codes teaches a specific stack but this doesn't mean it's better than anything else. It's all about the right tool for the job!

We do not tolerate harassment of participants in any form! The following behaviour will not be tolerated:

- Use of sexual language and imagery.
- Deliberate intimidation.
- Stalking, following.
- Harassing photography or recording.
- Constantly interrupting speakers or instructors. We welcome questions, and each mentor will indicate their preferred style of taking questions during class.
- Inappropriate physical contact.
- Unwelcome sexual attention.
- Unsolicited messaging



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What action will be taken

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact the She Codes organiser immediately in person for immediate action. Alternatively, you can contact the She Codes team at any time by emailing kate@shecodes.com.au.

If a participant engages in harassing behaviour, the organisers will take any action they deem appropriate, including verbal warning, suspension or expulsion from the program and community.

Privacy and dignity of the incident reporter and person being harassed is our primary focus. We will act in support of the victim and not force any action that is not agreed upon by them.

If it has been deemed that you acted inappropriately

- Listen to the complaint with an open mind
- Don't be dismissive of the complainant
- Understand any advice given on appropriate behaviour for the future
- Comply with the directions of the She Codes organisers

We strive to make She Codes a positive and safe space for all. Failure to comply with the above code of conduct may result in expulsion from She Codes. This expulsion will not result in any compensation.