Code of Conduct

Encouraged behavior :

• *Be friendly and welcoming* : We strive to be a community that welcomes and supports people of all backgrounds and identities. This includes, but is not limited to members of any ethnicity, culture, national origin, colour, immigration status, social and economic class, educational level, sex, sexual orientation, gender identity and expression, age, size, family status, political belief, religion, and mental and physical ability.

• *Be patient*

• *Be considerate* : remember that people have varying communication styles and that not everyone is using their native language. (Meaning and tone can be lost in translation.)

• *Be thoughtful*

• *Be respectful*: Not all of us will agree all the time, but disagreement is no excuse for poor behavior and poor manners. We might all experience some frustration now and then, but we cannot allow that frustration to turn into a personal attack. It's important to remember that a community where people feel uncomfortable or threatened is not a productive one.

• *Be careful in the words that we choose*: we are a community of professionals, and we conduct ourselves professionally. Remember that sometimes it is best to refrain entirely from commenting. Be kind to others. Do not insult or put down other participants. Harassment and other exclusionary behavior aren't acceptable.

• *Be charitable* : Interpret the arguments of others in good faith, do not seek to disagree.

• *Try to understand why we disagree*: Disagreements, both social and technical, happen all the time. It is important that we resolve disagreements and differing views constructively. Remember that we're different. The strength of our community comes from its diversity, people from a wide range of backgrounds. Different people have different perspectives on issues. Being unable to understand why someone holds a viewpoint doesn't mean that they're wrong. Don't forget that it is human to err and blaming each other doesn't get us anywhere. Instead, focus on helping to resolve issues and learning from mistakes.

• *Avoid destructive behavior* :
- derailing: stay on topic; if you want to talk about something else, start a new conversation.
- unconstructive criticism: don't merely decry the current state of affairs; offer—or at least solicit—suggestions as to how things may be improved.

- snarking (pithy, unproductive, sniping comments).
- discussing potentially offensive or sensitive issues; this all too often leads to unnecessary conflict.
- microaggressions: brief and commonplace verbal, behavioral and environmental indignities that communicate hostile, derogatory or negative slights and insults to a person or group.

People are complicated. You should expect to be misunderstood and to misunderstand others; when this inevitably occurs, resist the urge to be defensive or assign blame. Try not to take offense where no offense was intended. Give people the benefit of the doubt. Even if the intent was to provoke, do not rise to it. It is the responsibility of all parties to de-escalate conflict when it arises.

Definitions :

Harassment includes, but is not limited to:
- *Offensive comments* related to gender, gender identity and expression, sexual orientation, crypto orientation (**except ICOs, scamcoins, shitcoins**), disability, mental illness, neuro(a)typicality, physical appearance, body size, ethicity, age, regional discrimination, political or religious affiliation
- *Unwelcome comments* regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment
- *Deliberate misgendering*. This includes deadnaming or persistently using a pronoun that does not correctly reflect a person's gender identity. You must address people by the name they give you when not addressing them by their username or handle
- *Physical contact and simulated physical contact* (eg, textual descriptions like "hug" or "backrub") without consent or after a request to stop
- *Threats of violence*, both physical and psychological
- *Incitement of violence* towards any individual, including encouraging a person to commit suicide or to engage in self-harm
- *Deliberate intimidation*
- *Stalking or following*
- *Harassing photography or recording*, including logging online activity for harassment purposes
- *Refusing to delete photos* taken against the will of a participant
- *Sustained disruption of discussion*
- *Unwelcome sexual attention*, including gratuitous or off-topic sexual images or behaviour

- *Pattern of inappropriate social contact*, such as requesting/assuming inappropriate levels of intimacy with others
  - *Continued one-on-one communication* after requests to cease
  - *Deliberate "outing"* of any aspect of a person's identity without their consent except as necessary to protect others from intentional abuse
  - *Publication of non-harassing private communication*

Our open source community prioritizes marginalized people's safety over privileged people's comfort. We will not act on complaints regarding:
- *'Reverse' -isms*, including 'reverse racism,' 'reverse sexism,' and 'cisphobia'
- *Reasonable communication of boundaries,* such as "leave me alone," "go away," or "I'm not discussing this with you"
- *Refusal to explain or debate social justice concepts*
- *Communicating in a 'tone' you don't find congenial*
- *Criticizing racist, sexist, cissexist,* or otherwise oppressive behavior or assumptions

Anyone not having an acceptable public behavior can be dismissed by the BoB team without refund.

Diversity Statement :

We encourage everyone to participate and are committed to building a community for all. We seek to treat everyone both as fairly and equally as possible. Whenever a participant has made a mistake, we expect them to take responsibility for it. If someone has been harmed or offended, it is our responsibility to listen carefully and respectfully, and do our best to right the wrong. Sponsors and staff are also subject to the anti-harassment policy. They must not create a sexualized environment.
Although this list cannot be exhaustive, we explicitly honor diversity in age, gender, gender identity or expression, culture, ethnicity, language, national origin, political beliefs, profession, religion, sexual orientation, socioeconomic status, and technical ability. We will not tolerate discrimination based on any of the protected characteristics above, including participants with disabilities.

Global rules regarding privacy and security :

We take the desire of some of our attendees to remain anonymous really seriously.
- Taking photos is not allowed during the conference.
- Sharing live position of groups through social medias is strongly discouraged.

• Respect the Chatham House Rule : anyone who comes to the conference is free to use information from discussions, but is not allowed to reveal who made any comment.

Reporting Issues :

If you experience or witness unacceptable behavior—or have any other concerns—please report it by contacting any member of the BoB staff or by e-mail to contact@breaking-bitcoin.com. If a participant exhibits harassing behavior, conference organizers may take any action that they deem appropriate. This ranges from a simple warning to excluding the conference participant without refund.

Other issues :

PoS : Proof of Scholarship :
Students must present the student card they used to register, or any concrete proof showing they have been studying during the 2018 / 2019 scholar year. If they do not provide any document, they will not be allowed to assist to the conference, and will not be refunded.

PoH : Proof of Honesty :
In the event of misuse of the tickets, such as resale for profit, the tickets will be cancelled and not refunded. An identical quantity of tickets will be put back on sale through the official channel.