



FemmeHacks

Code of Conduct

FemmeHacks believes our community should be truly open for everyone. As such, we are committed to providing a friendly, safe, and welcoming environment for all participants free from discrimination for any reason including on the basis of sexual orientation, ability, race, ethnicity, age, and religion.

This code of conduct outlines our expectations for participant behavior as well as the consequences for unacceptable behavior. We invite all sponsors, volunteers, speakers, attendees, media, and other participants to help us realize a safe and positive hackathon experience for everyone. Exhibitors must follow all FemmeHacks rules and regulations and FemmeHacks policies.

Expected Behavior

- Be considerate, respectful and collaborative.
- Refrain from demeaning, discriminatory or harassing behavior and speech.
- Be mindful of your surroundings and of your fellow participants. Your fellow participants may have a -
 - different level of comfort with respect to language and personal space.
- Alert hackathon staff if you notice a dangerous situation or someone in distress.

Unacceptable Behavior

Unacceptable behaviors include: intimidating, harassing, abusive, discriminatory, derogatory or demeaning conduct by any attendees. Some FemmeHacks venues are shared with members of the public; please be respectful to all patrons of these locations.

Harassment includes: offensive verbal comments including as related to gender, gender identity, sexual orientation, race, ethnicity, religion, age or disability; inappropriate use of nudity and/or sexual images in public spaces (including presentation slides); deliberate intimidation, stalking or following; harassing photography or recording; sustained disruption of talks or other events; inappropriate physical contact, and unwelcome sexual attention.

Consequences of Unacceptable Behavior

Unacceptable behavior will not be tolerated whether by other attendees, media, speakers, volunteers, organizers, venue staff, sponsors or exhibitors.

Anyone asked to stop unacceptable behavior is expected to comply immediately. If a participant engages in unacceptable behavior, the FemmeHacks staff may take any action they deem appropriate, at their sole discretion, up to and including expulsion from

What to Do If You Witness or Are Subject to Unacceptable Behavior

If you are subject to unacceptable behavior, notice that someone else is being subject to unacceptable behavior, or have any other concerns, please notify a FemmeHacks staff member as soon as possible. All reports will remain completely confidential.

The FemmeHacks team will be available to help participants contact venue security or local law enforcement, to provide escorts, or to otherwise assist those experiencing unacceptable behavior to feel safe for the duration of the hackathon.

Scope

We expect all hackathon participants (sponsors, volunteers, speakers, attendees and other guests) to abide by this code of conduct at all hackathon venues and FemmeHacks-related social events. Participants asked to stop a hostile or harassing behavior are expected to comply immediately. Hackathon participants seek to learn, network and have fun. Please do so responsibly and with respect for the right of others to do likewise.

Please contact FemmeHacks staff if you believe you have been harassed or that a harassment problem exists. FemmeHacks staff will determine and carry out the appropriate course of action, and may consult with and engage other FemmeHacks staff, leaders and legal counsel, as appropriate. Event security and/or local law enforcement may be involved, as appropriate, based on the specific circumstances. As requested, a follow-up report will be made to individuals who report being harassed.

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