

HackUTD Code of Conduct

Section 1 - Purpose:

At HackUTD we strongly encourage a culture where people feel a strong sense of belongingness, respect, and encouragement. Our goal is to make explicit what we expect from participants in this community as well as its leaders. In our HackUTD community, the organization team will forbid harassment and abusive speech within this community and if these incidents occur, they must be reported to the Director of HackUTD. Prompt action will be taken in the event that there is a violation of this code of conduct to ensure a safe environment for participants. The organization team urges the participants of HackUTD to refrain from using different platforms as a way of harassment, verbal abuse, and fighting. In any point of an emergency, we expect from the participants that they will follow the directions provided for the HackUTD team as we care for your safety in the situation. As part of this code of conduct we will outline the set of behaviors that should be taken to have a healthier approach to conflict and interaction.

Section 2 - Diversity:

The HackUTD community encourages participation from a large group of people who bring different perspectives to the project. We welcome diverse perspectives and people from different backgrounds to collaborate together on complex projects. Towards that goal, we welcome students from various backgrounds, ages, genders, majors and ideologies. HackUTD has continually created a shared culture of acceptance over each iteration of our hackathons. Defined in this code of conduct is a series of expected behaviors that participants are required to follow to maintain a sense of decorum and professionalism. In the event that there are severe conflicts, the HackUTD team is committed to ensuring participants have an effective method of escalating reports of misconduct so that we can maintain a productive community for all participants and make them feel that they do indeed belong in this environment.

Section 3 - Expected Behaviors:

We expect participants to communicate professionally and thoughtfully. At HackUTD, there are several situations that require calm and well thought out behavior. Certain contexts where this is relevant at a hackathon include when dealing with teammates for

a project, disagreement in communicating with fellow participants, displeasure with the community and when involved with promoting the hacker culture.

We expect participants in this community to conduct themselves professionally. Since our primary mode of communication is through the online communication platform Slack as well as emails devoid of vocal tone, gestures, or another context that is often vital to understanding, it is especially important that you convey these attitudes through careful verbiage. This includes the following behaviors:

- Assume positive intent. When someone posts something we expect community members will assume positive intent on the part of the post. We may choose to disagree with the idea and reject the suggestion, but we expect that it was made in order to be supportive of the community goals.
- Respectful to participants. We expect participants will disagree on aspects of this project. Disagreements must remain professional. Even if we reject someone's idea, we continue to welcome their participation. And if your idea is rejected, be more persuasive not bitter.
- Seek to understand. Projects at HackUTD can be learning experiences. When someone poses something you find disagreeable or you don't understand it, inquire about it. Ask, explore, challenge, and then assert if you agree or disagree.
- Welcome new members. New members bring fresh perspectives. Many will raise questions that have been addressed before, You can point them to existing discussions for them to get up to speed. Don't punish them for being new to the project -- everyone is new to the HackUTD environment and culture at one point.
- Be kind to beginners. Freshmen and Sophomores often attend HackUTD to gain valuable experience in developing projects. They might not be talented coders or designers yet and may submit poorer quality code that may not meet the standards for a project.. However, we were all beginners once and it is important to reject code with kindness and help guide them towards improvement.
- Consider your impact on others. Your actions have an impact on others and so do their actions have an impact on you. We expect community members to be considerate and establish a balance of their self-interest with communal interest to continue virtuously promoting the culture of HackUTD.
- Use words carefully. We may not understand intent when you say something ironic. Poe's Law suggests that without an emoticon is it likely that someone will misinterpret sarcasm. We ask community members to communicate plainly and clearly to share their opinions and thoughts.
- Exit with class. There may come a time where you stop believing in the project direction or get frustrated with the environment. You are always free to express

your opinions and attempt working towards a resolution. This type of conflict of interest It does not have to be dramatic or bitter. Sometimes you just walk away, and it's OK. We request that you allow others to continue working on their projects without raising disturbances.

The goal of HackUTD is to nurture an environment that allows people to feel a strong sense of belongingness, respect, and encouragement. In order to accomplish this, we hold our participants, organizers, sponsors and everyone else present to the highest standards of acceptable and healthy behaviour. We request that you kindly follow this code of conduct at HackUTD.

Section 4 - Unacceptable Behaviors:

We call out examples of behaviors that cause members to lose their good standing in the community. These include insulting people on the basis of their protected-class status, threatening words, or unwanted sexual attention. Rather than fighting back, please report every incident directly to the HackUTD Team and strict action will be taken.

Participants in this community remain in good standing when they do not conduct themselves in a manner that violates this Code of Conduct. Some of the actions of misconduct includes the following behaviors:

- Calling out project members by their identity or background in a deliberately negative or insulting manner. This includes but is not limited to slurs or insinuations related to protected or suspect classes such as race, color, citizenship, national origin, political belief, religion, sexual orientation, gender identity and expression, age, size, culture, ethnicity, genetic features, language, profession, membership of a national minority, mental or physical ability.
- Insulting remarks about a person's lifestyle practices.
- Threats of violence or intimidation or any project member.
- Unwanted sexual attention or behavior unsuitable for the topic of the hackathon
- Sustained disruption of discussion between participants and causing an atmosphere that conflicts with the culture promoted at HackUTD

We cannot list all forms of harassment in an exhaustive manner, nor do we seek to declare some forms of harassment as benign or not worthy of action. Rather, if a participant feels harassed we ask they report the incident and it will be addressed seriously. Furthermore, we insist that the victim of this harassment not address the issue in publically as it will intensify the problem for the specific parties in question and

for the HackUTD community as a whole. Rather we request that you directly approach the HackUTD team to report your incident.

Section 5 - Reporting Issues:

Please follow the reporting process so that the *HackUTD Organization Team* can take action on your report. The *HackUTD Organization Team* will handle your issue with discretion. We respect your confidentiality for the purpose of protecting victims of abuse and will provide ways to anonymously report cases.

If you experience or witness misconduct, or have any other concerns about the conduct of members of this project, please report it by contacting us in-person at the hackathon or via hackutdteam@gmail.com. All reports will be handled with discretion. If you would like to remain anonymous when reporting a case please submit your information on form available at hackutd.co/incident.

We ask that your report include the following contents:

- Your preferred contact information so we can reach out to you in case of questions. If submitting an anonymous request please divulge only as much information as you are comfortable sharing but please understand that we can only take limited action if provided insufficient information.
- Names (real or username) of those involved in the incident.
- Your account of what occurred, and if you believe the incident is ongoing. If there is a publicly available record (email thread, slack thread, audio or video recording), please provide the link so that we can review it.
- Any additional information that may be helpful.

After filing a report, a representative lead will contact you personally, review the incident, follow up with any additional questions, and make a decision as to how to respond. The HackUTD team is committed to ensuring that your request gets processed in a fast and appropriate manner. . The representative from the HackUTD team will apply measured response to remove harassers and harassment from the hackathon. Once assigned, please direct your questions, concerns and requests to your assigned representative. If conflicts arise with your assigned respondent please contact the Director of HackUTD.

We recommend that you first reach out to hackutdteam@gmail.com and contact a specific representative only if you believe that there are special circumstances involved.

These are the names/contact information of the representative leads that will address some of the reports and incidents

- Camden Squire - Director of HackUTD; Camden.Squire@utdallas.edu
- Harsha Srikara - Technical Lead; Harsha.Srikara@utdallas.edu
- Medha Aiyah - Logistics Lead; Medha.Aiyah@utdallas.edu
- Sarina Mak - Industry Lead; Sarina.Mak@utdallas.edu
- Caitlin Tibbetts - Marketing Lead; Caitlin.Tibbetts@utdallas.edu
- Guangze Zu - Experience Lead; Zu@utdallas.edu

If the person who is harassing you is part of the *HackUTD Team*, they will excuse themselves from handling your incident. If the complaint originates from a member of the *HackUTD Team*, it will be handled by a different member of the *HackUTD Team*. We respect the confidentiality of all requests for the purpose of protecting victims of abuse.

If you believe that your incident is not being addressed in a timely or appropriate manner, please contact our Director directly.

Section 6 - Consequences & Scope:

The mission of the *HackUTD Team* is to maintain the productive collaboration that takes place on this open source community. Its goal is to preserve the project if possible, and will remove participation from members who disrupt the project. The *HackUTD Team* is tasked with using its judgement to meet its mission, and this is highly dependent upon their understanding of the situation and their wisdom. Taking action to enforce this code of conduct, evaluate conflicts and make executive decisions of the outcome is at the complete discretion of the HackUTD team.

If the HackUTD team finds any evidence of misconduct that violates the agreement taken by the student to follow the guidelines listed by this code of conduct, we will remove the student from participation in HackUTD. Incidents that involve violence and severe misconduct may be escalated to higher authorities such as the University Police. In addition to this code of conduct, all students are required to follow the UTD Student Code of Conduct that outlines requirements for students to follow on campus. Any and all infringements discovered will be met with strict denial of participation at HackUTD. Contact the Director of HackUTD if you would like to appeal a decision taken by the HackUTD team.

Section 7 - Attributions

Adapted by Major League Hacking. Referred to the following link for the contents of the Open Source Code of Conduct.

https://github.com/todogroup/opencodeofconduct/blob/gh-pages/codeofconduct_redo.md

The following link is the University of Texas at Dallas's Student Code of Conduct for the participants to refer to.

<https://policy.utdallas.edu/utdsp5003>