



Code of Conduct

We are committed to making BornHack an inclusive and welcoming event for everyone. The most important rule is: Be excellent to each other.

Sadly, technology events have a notorious reputation for harassment. We've set these ground rules to make it abundantly clear that this kind of behaviour is not acceptable, so that everyone can feel comfortable attending BornHack.

Everyone who visits BornHack is required to abide by this code of conduct, both at the event and on any online channels. We will not tolerate harassment of participants or discriminatory behaviour of any form. Specifically:

- Do not engage in homophobic, racist, transphobic, ableist, sexist, or otherwise prejudiced behaviour.
- Do not harass people. Stalking, unconsented physical contact, or unwanted sexual attention is harassment. Dressing or acting in a certain way is not consent.
- BornHack is a shared space, but every participant's personal space is their own. If you are asked to leave someone alone, or to leave a village, you must respect this. You are not owed an explanation, or justification why someone does not want to interact with you, so do not attempt to discuss this once informed.
- Please familiarize yourself with our photo policy if you wish to take pictures, film or take audio recordings. Our policy is quite restrictive and we do not tolerate it being disregarded, be it willful or careless. This is not an excuse to harass photographers. If you think someone is violating the policy, ask politely what kind of recording they're making, and contact the CoC Team if you come to the conclusion that they are indeed not compliant.
- Aggression, ridicule and elitism are not welcome — nobody should be afraid to ask questions or voice their ideas, no matter their level of knowledge in a field.

If you break these rules, we may expel you from the event without a refund, and we may ban you from future BornHack events.

If you are being harassed, feel unsafe, witness a breach of this code of conduct, or simply have questions around it, you can get in touch with us in the following ways:

- Find a member of the code of conduct team (you can see pictures of them at the info desk or on the website), an orga member, or any volunteer you trust.
- Drop us an email at conduct@bornhack.org. If you prefer to speak to a female you can write to sarah@bornhack.org or kirsten@bornhack.org. If you prefer to speak to a male you can write to moozer@bornhack.org.
- Find or call the on duty CERT person on +45 3155 0497 (24 hours)

If you have any comments or queries, you can get in touch with our conduct team at conduct@bornhack.org.

This Code of Conduct is heavily based on (if not verbatim stolen from) our friends at EMFs Code of Conduct.