CAL HACKS

Code of Conduct

TL;DR

All attendees must maintain a welcoming environment and no harassment or abuse will be tolerated. This applies to all individuals at the hackathon, including organizers, sponsors, mentors, volunteers, judges and hackers. If any instance of harassment occurs during the hackathon, please follow the protocol in the end of this document to report it.

Cal Hacks is an organization that puts on an annual event such that hackers from Berkeley, throughout the state of California, and out-of-state can collaborate in a safe, welcoming environment. This welcoming space is for all attendees regardless of gender, race, ethnicity, nationality, sexual orientation, gender identity, gender expression, mental or physical disability, physical appearance, neuro(a)typicality, religion, level of knowledge, level of experience, parental status, marital status, socioeconomic status or background, political affiliation, or any other attribute.

Cal Hacks takes a stand to not tolerate any form of harassment and wants to clearly define it so that our attendees know our expectations.

Harassment in the hackathon is but is not limited to:
- offensive behavior related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, nationality, or religion
- sexual images in public spaces
- deliberate intimidation
- stalking, following, photography or audio/video recording against any reasonable consent
- sustained disruption of talks or other events
- inappropriate physical contact/unwelcome sexual attention

If an organizer or another hacker notices that you are engaging in some form of harassment and tells you to stop, you are expected to comply immediately.

Cal Hacks will make the final decision on what course of action to take in the response of any incidents that occur, but it does not exclude the possibility of the perpetrator being expelled from the event.

Reporting Protocol:
If you feel uncomfortable or think there may have been a potential violation of the code of conduct, please report it immediately using this method. All reporters have the right to remain anonymous, and organizers will deal with them impartially.

Please email any of the following people and try to explain the situation that occurred and the individuals involved. If possible, please include the time of occurrence. We will deal with the situation as swiftly as we can.
- Liz - liz@calhacks.io
- Lana - lana@calhacks.io
- Carlin - carlin@calhacks.io

Cal Hacks organizers can assist attendees in contacting campus security or local law enforcement if the incident seems outside of the scope of what organizers alone can resolve. We value your attendance, and hope that everyone feels welcomed into the hacking community through our event.