



# Code of Conduct

## Be Excellent To Each Other

Treat everyone with respect. Everyone at the conference has the right to enjoy the conference without fear of harassment, discrimination, or condescension.

## How To Bring Something To Our Attention

If you feel the need to bring anything to the attention of the conference organizers, we have multiple methods with varying levels of privacy:

- (1) Reach out to any WCMIA volunteer with a volunteer badge OR volunteer RED SHIRT. You may also approach personnel at our help desk located in the CBC Lobby area.
- (2) Use Slack (<https://wcmia2017.herokuapp.com/>) to send a private DM to XXXX, XXXX, or XXXX. You may also text/call: (954) XXX-XXXX. This is monitored 24 hours a day.
- (3) Send an email to [miami@wordcamp.org](mailto:miami@wordcamp.org).

## We Have A Zero Tolerance Policy For Harrassment Of Any Kind

Including but not limited to:

- stalking/following
- harassing photography or recording
- deliberate intimidations
- offensive verbal comments
- sexual images in public space
- inappropriate physical contact
- unwelcome sexual or physical attention.

In relation to, but not limited to:

- race
- color
- national origin
- gender or gender identity
- sexual orientation
- age, body size, or appearance
- religion

Any person behaving in a disorderly manner, engaging in harassing or uncomfortable behavior, or otherwise failing to comply with this policy may be removed from any WCMIA-hosted event (including after parties) or refused admittance at any time in WCMIA's sole discretion. Individuals who are expelled from an event for a violation of this policy will not be provided with a refund.

Please read our full code of conduct: <https://2017.miami.wordcamp.org/code-of-conduct/>

# THANK YOU FOR YOUR SUPPORT!