Flawless Hacks Code of Conduct

The Flawless Hacks Team is dedicated to a harassment-free experience for everyone. We do not tolerate harassment of participants in any form. This code of conduct applies to all Flawless Hacks spaces, including in-person, at the event and on all online forums. Anyone who violates this code of conduct may be sanctioned or expelled from these spaces at the discretion of the administrators.

Harassment includes:

- Offensive comments related to gender, gender identity and expression, sexual orientation, disability, mental illness, neuro(a)typicality, physical appearance, body size, race, or religion
- Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment.
- Deliberate misgendering or use of "dead" or rejected names
- Gratuitous or off-topic sexual images or behaviour in spaces where they're not appropriate
- Physical contact and simulated physical contact (eg, textual descriptions like "hug" or "backrub") without consent or after a request to stop.
- Threats of violence
- Incitement of violence towards any individual, including encouraging a person to commit suicide or to engage in self-harm
- Deliberate intimidation
- Stalking or following
- Harassing photography or recording, including logging online activity for harassment purposes
- Sustained disruption of discussion
- Unwelcome sexual attention
- Pattern of inappropriate social contact, such as requesting/assuming inappropriate levels of intimacy with others
- Continued one-on-one communication after requests to cease
- Deliberate "outing" of any aspect of a person's identity without their consent except as necessary to protect vulnerable people from intentional abuse
- Publication of non-harassing private communication

Flawless Hacks prioritizes marginalized people's safety over privileged people's comfort. The administrators will not act on complaints regarding:

- "Reverse"-isms, including "reverse racism," "reverse sexism," and "cisphobia"
- Reasonable communication of boundaries, such as "leave me alone," "go away," or "I'm not discussing this with you."

- Communicating in a "tone" you don't find congenial
- Criticizing racist, sexist, cissexist, or otherwise oppressive behavior or assumptions

Reporting

If you are being harassed by a participant at Flawless Hacks, notice that someone else is being harassed, or have any other concerns, please contact flawlesshackathon@gmail.com directly.

This code of conduct applies to Flawless Hacks spaces, but if you are being harassed by a Flawless Hacks participant or attendee outside our spaces, we still want to know about it. We will take all good-faith reports of harassment by Flawless Hacks participants seriously. This includes harassment outside our spaces and harassment that took place at any point in time. The abuse team reserves the right to exclude people from Flawless Hacks based on their past behavior, including behavior outside of Flawless Hacks spaces and behavior towards people who are not involved with Flawless Hacks.

We will respect confidentiality requests for the purpose of protecting victims of abuse. At our discretion, we may publicly name a person about whom we've received harassment complaints, or privately warn third parties about them, if we believe that doing so will increase the safety of Flawless Hacks members or the general public. We will not name harassment victims without their affirmative consent.

Consequences

Participants asked to stop any harassing behavior are expected to comply immediately.
If a participant engages in harassing behavior, the administrators may take any action they deem appropriate, up to and including expulsion from all Flawless Hacks spaces and identification of the participant as a harasser to other Flawless Hacks participants or the general public.