

HACKFERENCE INDIA

INDIA'S BIGGEST EVER OPEN SOURCE EVENT

15th - 16th DECEMBER | BENGALURU, IN





WOMEN SAFETY GUIDELINES



Women's safety involves strategies, practices, and policies which aim to reduce gender-based violence (or violence against women), including women's fear of crime, around Women's safety involves safe spaces.

Space is not neutral. Space which causes fear restricts movement and thus the community's use of the space. Lack of movement and comfort is a form of social exclusion.

Conversely, space can also create a sensation of safety and comfort and can serve to discourage violence. Therefore planning and policy on safety should always involve and consider women.

These guidelines contain many suggestions for planning and running a safe event. They also identify mandated requirements imposed by central government and local authorities.



WOMEN SAFETY GUIDELINES

THE FOLLOWING STEPS WILL BE CONSIDERED BY THE ORGANISERS IN THE COMPLETE PROCESS, THE LIST IS AS FOLLOWS,

1. Creating Safe and Convenient Spaces

The major focus of the facilitators would be creating a safe and convenient environment for the safety of the women in the event irrespective any obligation and for the same there will be few measures practiced for the event by the organizer to ensure the safety of the women participating in the event.

2. Regulation of time and interval during the event.

Regulation of the times and setting up particular timing for the event as the individuals would be allowed for a set and regular timing, and if the respective participants want to leave after dinner timing and join the event in the morning can be made viable as the security is the first and foremost focus for the women individual.

**Note: All the accommodation and transportation for the women participants(local/outside) who wish to return back at night will be taken care of by the organizers.*





3. Women Volunteers for the complete event.

Matured women's for volunteering to ensure the safety of the women over the complete length of the event, the respective individual will address the participants correctly and in the required manner as the issue is of sensitive arouse. The women volunteers and organizers would be accessible all the time throughout the event and would be placed in the positions to ensure the safety and foresee any particular issues around the authority and will be given complete discretion by the event organizers.

4. Placement of an security personnel from the local authorities.

As a step further in the assurance to the women participant the organizers can contact the local authority and Police Station and formation of security exits in the given for the participants, as in past experiences a security personnel in civil clothes is placed at the event to ensure the foremost safety for the participants, it is a step for the extreme benefaction and generally bewitched on a larger crowd but could be appropriated if it is required.



ANTI-HARASSMENT POLICY

This anti-harassment policy applies to all events organised by the Hackference India. Some events may have additions to the policy.

Hackference India is dedicated to providing a harassment-free experience for everyone at our events. We do not tolerate harassment of conference participants in any form. Sexual language and imagery are not appropriate for any event venue, including talks. Conference participants violating these rules may be sanctioned or expelled from the event without a refund at the discretion of the organizers or staff.

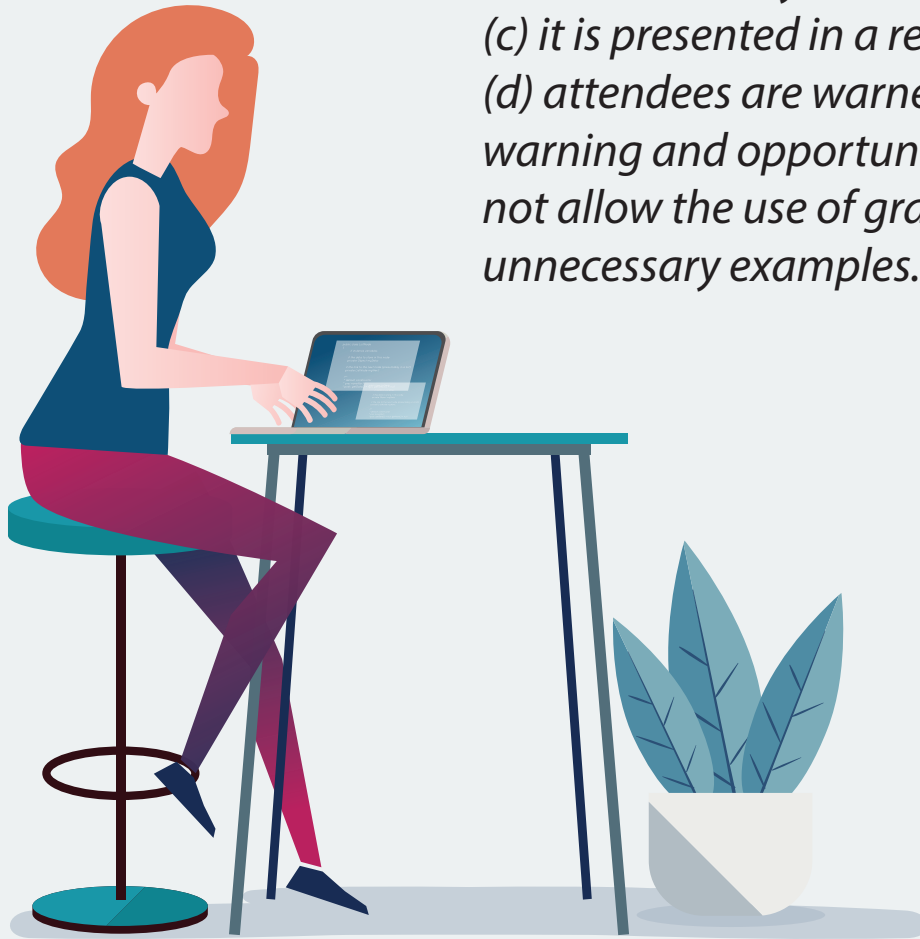
Harassment includes offensive verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, or other protected class status, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention. Participants asked to stop any harassing behaviour are expected to comply immediately.





Exception: Discussion or images related to sex, pornography, discriminatory language, or similar is welcome if it meets all of the following criteria:

- (a) the organizers have specifically granted permission in writing,
- (b) it is necessary to the topic of discussion and no alternative exists,
- (c) it is presented in a respectful manner, especially towards women and LGBTQ people,
- (d) attendees are warned in advance in the program and respectfully given ample warning and opportunity to leave beforehand. This exception specifically does not allow the use of gratuitous sexual images as attention-getting devices or unnecessary examples.



If a participant engages in harassing behaviour, the organizers or staff may take any action they deem appropriate, including warning the offender or expulsion from the conference with no refund. If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of conference staff immediately



ANTI-HARASSMENT POLICY



1. Hackference India is dedicated to providing an enjoyable, respectful and harassment-free event experience for everyone regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, including talks.

2. We do not tolerate harassment of event participants in any form and we expect all participants to conduct themselves in a professional and appropriate manner. Conference participants violating these rules may be sanctioned or expelled from the conference, without a refund, at the discretion of the conference organisers.

3. Harassment includes verbal comments that reinforce social structures of domination related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.



4. Participants asked to stop any harassing behaviour are expected to comply immediately.

5. Exhibitors in the expo hall, sponsor or vendor booths or similar activities are also subject to the antiharassment policy. In particular, exhibitors should not use sexualised images, activities, or other material. Booth staff (including volunteers) should not use sexualised clothing/ uniforms/costumes or otherwise create a sexualised environment.



6. If a participant engages in harassing behaviour, the event organisers may take any action they deem appropriate, including warning the offender or expulsion from the conference with no refund. If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of conference staff immediately.

We expect participants to follow these rules at all conference venues and conference-related social events.



EMERGENCY CONTACT DETAILS

We expect participants to follow these rules at all conference venues and conference-related social events.

We have volunteers on site, many of whom are women and are clearly identifiable by their volunteer t-shirts. They have been briefed to immediately escalate incidents to their team leads, who will, in turn, escalate to the venue coordinator, who will then liaise with medical or security staff, or Police, where required.

Additionally, there is easily identifiable security staff, throughout the venue, who are professionally trained according to best practices for events of this size and nature.

*For questions or feedback regarding this statement, please contact **emergency@hackference.com**. If you wish to report a harassment incident at Hackference, please fill in the form below providing details of the incident. If you would like to report the incident anonymously, simply leave the name, email and ticket fields blank. If you choose not to remain anonymous, a member of our team may reach out to you directly to discuss the incident further.*

