ANTI-HARASSMENT POLICY

MHacks is dedicated to providing a harassment-free hackathon experience for all, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, or religion. We do not tolerate harassment of hackathon participants in any form. Sexual language and imagery is not appropriate for any hackathon venue, including the duration of technical talks, demos, and any presentations. Hackathon participants violating these rules may be sanctioned or expelled from the hackathon (without refund) at the discretion of the hackathon organizers.

Harassment includes offensive verbal comments related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, 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. Participants asked to stop any harassing behavior are expected to comply immediately. Exhibitors in the demo hall, sponsor tables, or similar activities are also subject to the anti-harassment policy. In particular, exhibitors should not use sexualized images, activities, or other material. Staff (including volunteers) should not use sexualized clothing/uniforms/costumes, or otherwise create a sexualized environment.

If a participant engages in harassing behavior, the hackathon organizers may take any action they deem appropriate, including warning the offender or expulsion from the hackathon (with no refunds). If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of hackathon staff immediately. (Hackathon staff can be identified by gray t-shirts.)

Hackathon staff will be happy to help participants contact venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the hackathon. We value your attendance and we expect these rules to be observed in order to create a welcoming and supportive environment for all.

Email hackathon@umich.edu with any concerns.