Code of Conduct

OpenCodes Hackathon 2018 - Hack & Söhne

All attendees, speakers, sponsors and volunteers at our hackathon are required to agree with the following code of conduct. Hack & Söhne will enforce this code throughout the event. We expect cooperation from all participants to help ensure a safe environment for everybody.

Need Help?

You want to report a violation of this code of conduct or other forms of harassment you have witnessed or experienced? Please do not hesitate to contact any of our staff at the hackathon. If you want to report anonymously use the **smooch messaging on the the website** (www.opencodes.io).

All our staff is aware of the Code of Conduct and *schooled* in responding to incidents.

The Short Version

At Hack & Söhne we are dedicated to providing a harassment-free hackathon experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack thereof), or technology choices. We do not tolerate harassment of our participants in any form. Sexual language and imagery is not appropriate for any hackathon venue, including talks, workshops or online media. Conference participants violating these rules may be sanctioned or expelled from the event.

We are devoted to offer a supportive and welcoming community of hackers. Participants from all background are invited to join and we value each and every attendee.

The Longer Version
What is harassment?

Harassment includes, but is not limited to:
- offensive verbal comments related to
    - gender, gender identity and expression,
    - age,
    - sexual orientation,
    - disability,
    - physical appearance,
    - body size,
    - race,
    - ethnicity,
    - religion or
    - technology choices.
- use of 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.

What is encouraged, what are we devoted to?

Be friendly and patient

Be helpful, supportive and welcoming.
We want a community of creative collaboration, where participants from all backgrounds can work together safely and comfortably. As a participant of this hackathon you are an important part of our community and thus are responsible for its safety and health. Welcome newcomers as you would like to welcomed, help other where you can or stay quiet.

Be careful with the words you choose.
We are a community of hackers, and we conduct ourselves professionally. Be kind to others. Do not insult or put down other participants or members of staff.
A hackathon is not a space to express hate or discrimination.

If we disagree, we understand why
In the environment of a hackathon, disagreements can and will arise. However, we are convinced that there is no room to violently or loudly express this disagreement through offensive or intimidating language or behaviour.
We as hackers believe disagreement and discourse are important because they yield new ideas and innovation. This requires to handle disagreements professionally.

Reporting Guidelines

If you believe anyone is in physical danger, please notify appropriate law enforcement first. If you are unsure what law enforcement agency is appropriate, please include this in your report and we will notify them immediately.

If you are being harassed, notice that someone else is being harassed, or have any other concerns regarding the safety of the event and the health of our participants please contact a member of our staff immediately.

Hack & Söhne staff can be identified as they'll be wearing **red hoodies or t-shirts!**
You can always find one of us at the Hack & Söhne info booth. (See location map for more information)

All reports will be kept confidential.

Addressing Grievances

If you feel you have been falsely or unfairly accused of violating this Code of Conduct, you should notify a member of the organization team with a concise description of your grievance. Your grievance will be handled in accordance with our existing internal governing policies by our CoC committee.

Why a code of conduct?

The hacking community in Germany and Europe is still developing. We see this as a responsibility to contribute our best to form a safe and welcoming space around hackathons and the community in general. We want to grow the areas where people that are otherwise discriminated, harassed or intimidated can feel safe and comfortable.
We believe hackathons can not only contribute to technology but also to culture. This is why we wrote this Code of Conduct and this is why we will enforce it.