

CODE OF CONDUCT

The City of Peoria, IL Hackathon Organizers expect that all related events and network activities:

Are a safe and respectful environment for all participants.

Are a place where people are free to fully express their identities.

Presume the value of others. Everyone's ideas, skills, and contributions have value.

Don't assume everyone has the same context, and encourage questions.

Find a way for people to be productive with their skills (technical and not) and energy. Use language such as "yes/and", not "no/but."

Encourage members and participants to listen as much as they speak.

Strive to build tools that are open and free technology for public use. Activities that aim to foster public use, not private gain, are prioritized.

Prioritize access for and input from those who are traditionally excluded from the civic process.

Work to ensure that the community is well-represented in the planning, design, and implementation of civic tech. This includes encouraging participation from women, minorities, and traditionally marginalized groups.

Actively involve community groups and those with subject matter expertise in the decision-making process.

Ensure that the relationships and conversations between community members, the local government staff and community partners remain respectful, participatory, and productive.

Provide an environment where people are free from discrimination or harassment.

HARASSMENT POLICY

All City of Peoria, IL Hackathon network activities and events, and their staff, presenters, and participants are held to an anti-harassment policy, included below.

The Hackathon Organizers are dedicated to providing a harassment-free experience for everyone regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, or religion. We do not tolerate harassment of staff, presenters, and participants in any form. Sexual language and imagery is not appropriate for any Hackathon event or network activity, including talks. Anyone in violation of these policies may be expelled from Hackathon network activities or events, at the discretion of the event organizer or forum administrator.

Harassment includes offensive verbal comments related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, nationality, religion, sexual images in public spaces, deliberate intimidation, stalking, following, photography or audio/video recording against reasonable consent, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

Photography is encouraged, but other participants must be given a reasonable chance to opt out from being photographed. If they object to the taking of their photograph, comply with their request. It is inappropriate to take photographs in contexts where people have a reasonable expectation of privacy (in bathrooms or where participants are sleeping).

Participants asked to stop any harassing behavior are expected to comply immediately.

As this is a Hackathon we like to explicitly note that the hacks created at our Hackathon are equally subject to the anti-harassment policy.

Organizers and partners are also subject to the anti-harassment policy. In particular, Organizers should not use sexualized images, activities, or other material. Sponsor representatives (including volunteers) should not use sexualized clothing/uniforms/costumes, or otherwise create a sexualized environment.

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 will be happy to help participants contact any local 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.

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 refund (if applicable).

We expect participants to follow these rules at Hackathon and Hackathon-related social events.