JUST HACK

Code of Conduct

A Hackathon for Social Change

September 19 - 20, 2015
Montreal, QC

JustHack aims to be a hackathon where all participants and volunteers feel welcome, included, respected and safe. All attendees, including sponsors, students, speakers, judges, volunteers and organizers are therefore required to uphold the following code of conduct at all times.

Summary

Our hackathon is dedicated to providing a harassment-free event for everyone, regardless of gender, age, sexual orientation, disability, physical appearance, body size, race, or religious affiliation (including lack thereof).

We have established a set of simple social rules that we expect to be followed. These rules are designed to make JustHack a learning experience for everyone. They focus more on impact than intent and include tips on how to meaningfully engage in conversations without subtly or accidentally discriminating against people.

We do not tolerate harassment of JustHack participants in any form. Sexual language and imagery is not appropriate for submitted projects or any event venue, including talks, workshops, receptions, and online media. Event participants violating these rules may be sanctioned or expelled from the event without travel reimbursement at the discretion of the event organizers. Situations that violate JustHack Code of Conduct should be reported to **report@justhack.io**, as specified at the end of the document.

Social Rules

One way we're trying to make JustHack as inclusive as possible is by having a small set of social rules. These rules are intended to be lightweight and to make more explicit certain social norms that are normally implicit. Most of our social rules really boil down to "don't be a jerk". Of course, almost nobody intends to be a jerk, but the impact is always real. Our social rules are designed to curtail specific behaviour we've found to be destructive to foster a supportive, productive, and fun learning environment, and to make JustHack a learning experience for everyone.

Why have social rules?

The goal isn't to burden everyone with a bunch of annoying rules. Rather, these rules are designed to help us all build a pleasant, productive, and safe community. If someone suggests you've hurt them in any way, avoid being defensive; reflect for a second, apologize sincerely, move on, and please don't do it again.

No feigning surprise

The first rule means you shouldn't act surprised when people say they don't know something. This applies to both technical things ("What?! I can't believe you don't know what the stack is?") and non-technical things ("You don't know who RMS is?!"). Feigning surprise has absolutely no social or educational benefit: when people feign surprise, it's usually to make them feel better about themselves and others feel worse. Even when that's not the intention, it's almost always the effect.

No "well-actually"s

A "well-actually" happens when someone says something that's almost - but not entirely - correct, and you say, "well, actually…" and then give a minor correction. This is especially annoying when the correction has no bearing on the actual conversation and is most often used as as device to demonstrate intellectual superiority. JustHack is about truth-seeking. We care about being precise, however almost all "well-actually"s in our experience are about grandstanding, not truth-seeking.

No back-seat driving

If you overhear people working through a problem, you shouldn't intermittently lob advice across the room. This can lead to the "too many cooks" problem, but more importantly, it can be rude and disruptive to half-participate in a conversation. This isn't to say you shouldn't help, offer advice, or join conversations. On the contrary, we encourage all those things. Rather, it just means that when you want to help out or work with others, you should fully engage and collaborate and not just butt in sporadically.

No subtle -isms

Our last social rule bans subtle racism, sexism, homophobia, transphobia, and other kinds of bias--also known as micro-aggressions. This is a class of behaviors instead of a specific pattern described in the rules above.

Subtle -isms are small things that make others feel uncomfortable, things that we all sometimes do by mistake. For example, saying "It's so easy my grandmother could do it" is a subtle -ism. This isn't explicitly or intentionally hurtful, but it subtly implies that old people or women can't do hard, technical things (or both)!

If you see a subtle-ism at JustHack, you can point it out to the relevant person, either publicly or privately, or you can ask one of the volunteers/organizers to say something. After this, we ask that all further discussion move off of public channels. The goal is to acknowledge that someone was hurt or offended, correct the behaviour, and move on. Please don't pile on to someone who makes a mistake. The "subtle" in "subtle -isms" means that it might not be obvious to everyone right away why a comment is wrong.

Photography

Photography is encouraged, but all participants will be wearing colour-coded lanyards:

> **Green:** the participant can be photographed at any reasonable time (see below), but it's still better to ask first.
> **Yellow:** permission must be granted by the participant to have their photo taken.
> **Red:** the participant does not want to be photographed in any condition.

You must respect each participant's choice. It is also inappropriate to take photographs in contexts where people have a reasonable expectation of privacy, like in a bathroom, or when participants are sleeping.

Harassment

Harassment includes (but is not limited to) offensive verbal comments that reinforce social structures of domination related to gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race or 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. Sponsors, staff, volunteers, and participants are expected to follow our anti-harassment policy.

JustHack does not tolerate:

- Offensive jokes, which go beyond the 'subtle-isms' previously mentioned.

- Gender assumptions; if you are unsure of someone's preferred gender pronoun, address them by their name.

- Bathroom gender policing: the unnecessary supervision of who enters each bathroom based on their perceived gender.

- Sexualized images, activities, or other material in hackathon projects or sponsor/mentor materials. JustHack staff (including volunteers) should not use sexualized clothing, uniforms, costumes, or anything else to create a sexualized environment.

- Unsolicited touching.

- Hate speech.

Those asked to stop any harassing behavior are expected to comply immediately. If a participant engages in harassing behavior, the event organisers may take any action they deem appropriate, including warning the offender or expulsion from the event with no reimbursement. Participants may, at the discretion of the event organizers, be disqualified from presenting projects that contain sexual language/imagery or are otherwise considered discriminatory or harassing in nature.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please follow the reporting procedures at the bottom of this document and report the incident immediately. Hackathon organizers can be identified by differently-coloured t-shirts with an "Organizer" label on the back.

Harassment

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 event. Please note that there will be a quiet room if you are feeling overwhelmed, in addition to a room where trained responders will be present at all times.

We value your attendance and expect participants to follow these rules at hackathon and workshop venues and all related social events.

If you feel uncomfortable or think there may be a potential violation of the code of conduct, please report it through the following methods. All reporters have the right to remain anonymous.

You can email us at **report@justhack.io** or fill out an anonymous reporting form which will be available during the event.

Please also don't hesitate to contact any of the organizers, coordinates or security guards on duty at any time. You can get in direct touch with the following people:

Organizers	Coordinators
Pascale Gourdeau	Genevieve Fried
514-245-4384	514-821-7791
pascale@justhack.io	genevieve@justhack.io
Isabel Lee	Kat Svikhnushin
438-993-5337	kat@justhack.io
isabel@justhack.io	Training and Inclusivity Coordinator
Rachel Bergmann	Sasithra Thanabalan
rachel@justhack.io	sasi@justhack.io
	Volunteer and Logistics Coordinator

More information about the steps of our various reporting procedures will be released before registration closes. We are planning on having a room with first responders who will be able to handle your report. Additionally, we will provide more information about our venue's security, as well as nearby law enforcement and sexual assault centres.

If you have any questions regarding this code of conduct, please contact us at **hello@justhack.io**. JustHack reserves itself the right to modify this code of conduct at any time.

References used for this Code of Conduct:
Hack Code of Conduct
Recurse Centre's Manual (Social Rules)
Trans*H4ck Code of Conduct