# Code of Conduct

**TL;DR.** Be respectful. Harassment and abuse are never tolerated. If you are in a situation that makes you uncomfortable at an DATA-LITS '23 Event, if the event itself is creating an unsafe or inappropriate environment, or if interacting with a DATA-LITS '23 representative or event organizer makes you uncomfortable, please report it using the procedures included in this document.

DATA-LITS '23 stands for inclusivity. We believe that every single person has the right to hack in a safe and welcoming environment. Harassment includes but is not limited to offensive verbal or written comments related to gender, age, sexual orientation, disability, physical appearance, body size, race, religion, social class, economic status, veteran status. Additional cases of harassment include but not limited to sharing sexual images, deliberate intimidation, stalking, following, brigading, doxxing, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention. If what you're doing is making someone feel uncomfortable, that counts as harassment and is enough reason to stop doing it. Participants asked to stop any harassing behavior are expected to comply immediately.

Sponsors, judges, mentors, volunteers, organizers and anyone else participating in the event are also subject to the anti-harassment policy. In particular, attendees should not use sexualised images, activities, or other material both in their hacks and during the event. Booth staff (including volunteers) should not use sexualised clothing/uniforms/costumes, or otherwise create a sexualised environment.
If a participant engages in harassing behavior, DATA-LITS '23 may take any action it deems appropriate, including warning the offender or expulsion from the event. If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact DATA-LITS '23 using the reporting procedures defined below. We value your attendance.

## Reporting Procedures
If you feel uncomfortable or think there may be a potential violation of the code of conduct, please report it immediately at datalits@mitz.ai. All reporters have the right to remain anonymous.