Code of Conduct for Otter Tech Incident Response Workshop
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Scope

This Code of Conduct applies to attendees of the training workshop by Otter Tech LLC. The Code of Conduct is enforced during the training session, during any group breaks during the training session, during any group meals including breakfast, lunch, or dinner, and for any follow-up emails related to the training.

Workshop Code of Conduct Rules

1. **This is a safe(r) space.**

   Otter Tech LLC is committed to making participation in this workshop an oppression-free experience for everyone, regardless of age, body size, disability, ethnicity, gender, gender identity and expression, level of experience, nationality, personal appearance, race, religion, or sexual identity and orientation.

   We define oppression as any language or action that expresses, reinforces, upholds or sympathizes with any form of systemic social domination.

   This workshop is designed to help people create more inclusive events, companies, and community spaces. As such, the workshop may contain discussions of how to handle incidents involving oppression, harassment, or violence. However, advocating for oppression, harassment, or violence is not allowed. This includes playing devil's advocate, trolling, or making inappropriate jokes.

2. **If you are asked to stop, you will stop.**

   Participation in this workshop is voluntary. If you are asked to stop a particular behavior by another attendee or a facilitator, you must stop the behavior. Sustained disruption of the workshop is not allowed. If you do not stop, you will be asked to leave.

Workshop Behavioral Guidelines

1. **You may leave at any time.**

    This workshop discusses sensitive topics. Sometimes people are overwhelmed by the topics and need to take a break from the discussion. Attendees may leave or take a break at any time. Attendees are encouraged to send an email to Sage Sharp <sharp@otter.technology> or a text to 971-206-4096 if they need to be pinged when the topic has moved on.

2. **Be open to new knowledge**

    The goal of this workshop is to learn and explore new perspectives, and to brainstorm additional ways to be more inclusive. Attendees are encouraged to fully participate in this workshop by:

    ● Asking clarifying questions during the presentation
    ● Participating in practice scenarios
    ● Bringing up complex situations for the group to discuss
    ● Providing examples from their own experiences

3. **Acknowledge different lived experiences**

    When attendees encounter a new perspective or someone describes an experience that differs from their own, attendees are encouraged to:

    ● First, seek to understand by asking questions
    ● Acknowledge the validity of the other person's lived experience
    ● Acknowledge the systematic impact of privilege on others
    ● Seek solutions to create a more inclusive community

Reporting Guidelines

Attendees who notice a Code of Conduct violation are encouraged to send an email to Sage Sharp <sharp@otter.technology> or text Sage at 971-206-4096. If the Code of Conduct violation involves Sage, you may send email to the organizer of the workshop.

Please note in your email subject whether this is an ongoing incident. Sage will be checking their email once an hour on breaks. I will handle incidents at that time. If you need an immediate

response, please feel free to pull an organizer aside or interrupt the workshop so it can be dealt with immediately.

If the incident is reported by email, all complaints will be reviewed and investigated and will result in a response that is deemed necessary and appropriate to the circumstances. The organizers are obligated to maintain confidentiality with regard to the reporter of an incident.

Attribution

This Code of Conduct is adapted from the Contributor Covenant, version 1.4, available at https://www.contributor-covenant.org/version/1/4/code-of-conduct.html

Additional language is pulled from the toot.cat Code of Conduct at https://toot.cat/about/more