If your physical safety or the physical safety of others is at risk, please dial 911.

Delaware Design Assembly (DDA) is dedicated to providing a respectful, harassment-free community for adults (**ages 18+**). All members and volunteers must review and agree to the following terms before joining the DDA community. This code of conduct will be enforced by organizers throughout any DDA activities, online or in person.

Overview

DDA is dedicated to providing a harassment-free community 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 members, volunteers, or organizers in any form. Sexual language and imagery, inappropriate physical contact, bullying, unwanted photography, or offensive remarks are not appropriate at any event. Members, participants, or volunteers violating these rules may be sanctioned or expelled from the Meetup group at the discretion of DDA organizers.

Full Code of Conduct

Harassment includes, but is not limited to:
- Verbal comments that reinforce social structures of domination (related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion)
- Sexual images in public spaces
- Deliberate intimidation, stalking, or following

- Harassing photography or recording
- Sustained disruption of talks or other events
- Inappropriate physical contact
- Unwelcome sexual attention
- Advocating for, or encouraging, any of the above behavior

Photography

Please do not take and share photographs or recordings of community members at events without their explicit consent, sought in advance. Crowd shots are permitted, but when only the faces of a few people are visible and permission should be sought from all of those individuals.

At large events organizers will make efforts to allow attendees to visually denote if they do not wish to be photographed.

Enforcement

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

If a participant engages in harassing behaviour, event organizers retain the right to take any actions to keep the event a welcoming environment for all participants; this includes warning the offender or permanent expulsion from the event/community (with no refund when applicable).

Event organizers may take action to redress anything designed to, or with the clear impact of, disrupting the event or making the environment hostile for any participants.

We expect participants to follow these rules at all event venues and event-related social activities.

Reporting

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible to a DDA organizer. Organizers can be identified by their name tags at any meetup/event.

Harassment and other code of conduct violations reduce the value of our event for everyone. We want you to be happy at our event. People like you make our events a better place and our community possible.

You can make a report either personally or anonymously.

Personal Report

You can make a personal report by:
- Emailing organizers at the following address: **hello@dedesignassembly.com**
- Approaching organizers in person at events, identified as "Organizer" on name badges

When taking a personal report, organizers will ensure you cannot be overheard. Once safe, we'll ask you to tell us about what happened. This can be upsetting, but we'll handle it as respectfully as possible, and you can bring someone to support you if you wish. You won't be asked to confront anyone and we won't tell anyone who you are.

Our team can help you contact venue security (when applicable), local law enforcement, or otherwise assist you to feel safe for the duration of the event.

We value your attendance.

Anonymous Report

You can make an anonymous report **here**; *please note that name and emails are NOT required to submit this form*.

We can't follow up an anonymous report with you directly, but we will look into it and take whatever action is necessary to prevent a recurrence.

Spam

The DDA Meetup page and events are places for industry practitioners to discuss their work, share resources, get involved with the larger community, and help others grow professionally.

We welcome members of this group to share blog posts, conference talks, and other resources that may help someone doing this work. However, make sure the

things you're promoting are valuable and relevant to the community and can spark a discussion.

Please refrain from posting repeatedly or without context, including links to pitches, events, products, or services, or any such resources that are not specifically on topic for this community. Be mindful that this group does not serve as a job board and absently posting links to jobs without the intention of a genuine discussion or being an active member of the community is considered spam and will be deleted by organizers.

Fine Print

This code of conduct was adapted from [DjangoCon US](#) and the [Geek Feminism Wiki](#), licensed under [Creative Commons Zero](#).