



RESPONSIBLE TECH 2019

THE NEW NORMAL

31 January, 2019 | British Library, London

Code of conduct

We want Responsible Tech 2019 to be an amazing experience for everyone who takes part so we ask that all participants follow this Code of Conduct.

Our standards

Responsible Tech 2019 should be a welcoming, safe and productive environment for everyone. We do not tolerate any form of intimidation, harassment, or disrespectful conduct.

We are bringing together a diverse, talented and constructive community of people and we expect everyone will want to help create a positive environment. You can do that by:

- Being kind to others
- Behaving professionally
- Using welcoming and inclusive language
- Being respectful of differing viewpoints and experiences
- Gracefully accepting constructive criticism
- Focusing on what is best for the community
- Showing empathy towards other community members

Examples of unacceptable behaviour include:

- Harassment of event participants in any form
- Deliberate intimidation, stalking, or following
- Violent threats or language directed against another person
- Sexual language and imagery in any event venue
- Insults or put downs
- Sexist, racist, homophobic, transphobic, ableist, or exclusionary jokes
- Excessive swearing
- Unwelcome sexual attention or advances
- Unwelcome physical contact
- Sustained disruption of talks or other events

We'd also ask people to pay attention to potentially harmful language patterns, such as:

- Using gendered terms like “dude” or “guys” to address a mixed-group of people. This contributes to furthering exclusion of underrepresented individuals, as does using gendered terms in contexts where the gender is uncertain or unspecified (e.g. “imagine you are going to the doctor, and he says X,” where “imagine you are going to the doctor, and they say X” would be better.)
- Using words like “crazy”, “dumb”, “insane” or “lame”. These are examples of ableist language, devaluing people who have physical or mental disabilities. Its appearance often stems not from any intentional desire to offend, but from our innate sense of what it means to be normal. These words can be avoided by using more fitting, clearer descriptions of what we want to communicate.

Thank you for helping to make this a welcoming, friendly event for all.

Contact information

If you believe that someone is violating the code of conduct during the event, or have any other concerns, please contact one of the team, who will be wearing Doteveryone lanyards.

Procedure for handling incidents

We will handle any concerns quickly, sensibly and respectfully.

Event organisers retain the right to take any actions to keep the event a welcoming environment for everyone. This includes warning the offender or expulsion from the event.

When taking a personal report, our organisers will ensure you are safe and cannot be overheard. They may involve other organisers or venue staff to ensure your report is managed properly.

Licence

This Code of Conduct is based on the [Festival of Maintenance Code of Conduct](#), which was itself forked from the [PyCon Code of Conduct](#) plus some sections from [JS Conf EU's Code of Conduct](#).

The [PyCon Code of Conduct](#) was itself forked from the example policy from the [Geek Feminism wiki, created by the Ada Initiative and other volunteers](#), which is under a Creative Commons Zero license. Additional language was added by [Otter Tech](#) from:

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