

## **Hack it your way CODE OF CONDUCT**

All attendees, organizers, and mentors at the **Hack it your way** event are required to agree with the following code of conduct. Organizers will enforce this code throughout the event. We are expecting corporations from all participants to help to ensure a safe environment for everybody.

### **Need help?**

Slack us: #ask\_anything

Call us: +36305561066

Email us: hello@crafthub.events

**The event team will be happy to help participants experiencing harassment to feel safe for the duration of the event. We value your attendance!**

### **Purpose of this document:**

This event is dedicated to providing a harassment-free experience for everyone, regardless of gender, sexual orientation, disability, physical appearance, body size, race, or religion. We do not tolerate harassment of participants in any form. Sexual language and imagery are not appropriate for any communication channels, including Slack, e-mail, video call, FB, Twitter, and other online media.

Participants violating these rules may be sanctioned or expelled from the event at the discretion of the conference organizers. Organizers and mentors are also subject to the anti-harassment policy.

### **Enforcement:**

Participants asked to stop any harassing behavior are expected to comply immediately. If a participant engages in harassing behavior, 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 expulsion from the event.

We expect participants to follow these rules during the event.

### **Harassment:**

(includes, but is not limited to)

- Verbal or written comments that reinforce social structures of domination related to gender, gender identity, and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, political interest
- 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
- Inclusive language
- In our commitment to a harassment-free and inclusive environment, we strongly believe it's important to pay attention to harmful language patterns.

**Ableism:**

Words like "crazy", "dumb", "insane" or "lame" are examples of ableist language, devaluating 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. To find out more about ableism and replacement terms please read this guide.

**Sexism:**

Using gendered terms like "dude" or "guys" to address a mixed-gendered group of people contributes to furthering the exclusion of underrepresented individuals. We strongly advise avoiding gendered pronouns as well as gendered terms. For more information please familiarise yourself with the Geek Feminism wiki guide.

**Reporting:**

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible. If you see or hear someone do something that might violate this Code of Conduct, please report it.

**You can make a personal report by:**

Contacting a staff member,

Slack us: #ask\_anything

Call us: +36305561066

Email us: [hackathon@crafthub.events](mailto:hackathon@crafthub.events)

(But via e-mail it might take up a few hours or a day before we can respond during or after the event.)