

tech[*inclusive*]

Community Anti-Harassment Policy/ Code of Conduct

Shorter Version

tech[*inclusive*] is dedicated to providing a harassment-free experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, age, race, or religion. We do not tolerate harassment of participants in any form.

This code of conduct applies to all tech[*inclusive*] spaces, including events, both online and off. Anyone who violates this code of conduct may be sanctioned or expelled from these spaces at the discretion of our leadership team.

Some tech[*inclusive*] spaces may have additional rules in place, which will be made clearly available to participants. Participants are responsible for knowing and abiding by these rules.

Longer Version

tech[*inclusive*] is dedicated to providing a harassment-free experience for everyone. We do not tolerate harassment of participants in any form.

This code of conduct applies to all tech[*inclusive*] spaces, including our Slack channel and Meetup Page, both online and off. Anyone who violates this code of conduct may be sanctioned or expelled from tech[*inclusive*] spaces at the discretion of our leadership team.

Some tech[*inclusive*] spaces may have additional rules in place, which will be made clearly available to participants. Participants are responsible for knowing and abiding by these rules.

Harassment includes:

- Offensive comments related to gender, gender identity and expression, sexual orientation, disability, mental illness, neuro(a)typicality, physical appearance, body size, age, race, or religion.
- Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment.
- Deliberate misgendering or use of 'dead' or rejected names.

- Gratuitous or off-topic sexual images or behaviour in spaces where they're not appropriate.
- Physical contact and simulated physical contact (eg, textual descriptions like “*hug*” or “*backrub*”) without consent or after a request to stop.
- Threats of violence.
- Incitement of violence towards any individual, including encouraging a person to commit suicide or to engage in self-harm.
- Deliberate intimidation.
- Stalking or following.
- Harassing photography or recording, including logging online activity for harassment purposes.
- Sustained disruption of discussion.
- Unwelcome sexual attention.
- Pattern of inappropriate social contact, such as requesting/ assuming inappropriate levels of intimacy with others
- Continued one-on-one communication after requests to cease.
- Deliberate “outing” of any aspect of a person’s identity without their consent except as necessary to protect vulnerable people from intentional abuse.
- Publication of non-harassing private communication.

Reporting

If you are being harassed by a member of tech[*inclusive*], notice that someone else is being harassed, or have any other concerns, please contact the leadership team at hello@tech-inclusive.com. If the person who is harassing you is on the team, they will recuse themselves from handling your incident. We will respond as promptly as we can.

This code of conduct applies to tech[*inclusive*] spaces, but if you are being harassed by a member of tech[*inclusive*] outside our spaces, we still want to know about it. We will take all good-faith reports of harassment by tech[*inclusive*] members, especially our leadership team, seriously. This includes harassment outside our spaces and harassment that took place at any point in time. The abuse team reserves the right to exclude people from tech[*inclusive*] based on their past behavior,

including behavior outside tech[*inclusive*] spaces and behavior towards people who are not in tech[*inclusive*].

We will respect confidentiality requests for the purpose of protecting victims of abuse. At our discretion, we may publicly name a person about whom we've received harassment complaints, or privately warn third parties about them, if we believe that doing so will increase the safety of tech[*inclusive*] members or the general public. We will not name harassment victims without their affirmative consent.

License and attribution

This anti-harassment policy is based on the example policy from the Geek Feminism and Tech By Choice communities.