Preamble

All attendees, speakers, mentors and visitors of events organised by Candid Contributions are required to comply with the following code of conduct. Organizers will enforce this code throughout all events and operations run by Candid Contributions. We expect cooperation from all participants to help ensure a safe environment for everybody.

Our Full Code of Conduct

Community events run by Candid Contributions truly value and seek to promote diverse representation and involvement for all participants. We value diverse idea representation and believe that if we make space for this to happen, it empowers the entire community. We believe that the best work happens when more ideas can be shared. People are free to share ideas when they feel safe.

In order to ensure this can happen, the organisers wish to ensure a respectful, safe and inclusive environment for all attendees, whenever they are engaged in activities, events, and exchanges.

We do not tolerate harassing or disrespectful behaviour, interactions, messages, or images, by any member, in any form. This includes business and social activities, regardless of context.

We are proud to help foster the friendliest of working environments but we can't do that alone. We would ask everyone to help in creating a welcoming and safe environment. You can do that by following the code of conduct but we also ask that you report any concerns, harassing behaviour, suspicious or disruptive activity using these contact methods: contact event organisers, volunteers, or committee/board members or email **hello@candidcontributions.com**

The organisers reserve the right to refuse admittance to or remove any person from an activity at any time at its sole discretion, and discontinue their affiliation with the organisation or individual. We will not limit this to attendees but organisers too will be asked to follow these guidelines. These guidelines are for members, event attendees, speakers and anyone who should engage with attendees, on any and every platform.

Our Expectations

Who does the Code of Conduct apply to?
Everyone. All participants in Candid Contributions' Hackathon, including organisers, event attendees, speakers, mentors, volunteers, contributors and those stopping by for a cup of tea are required to agree with and adhere to the code of conduct.

Where and when does this Code of Conduct apply?
Candid Contributions wish to offer many opportunities for our attendees to come together to network and collaborate. These include in-person and online conferences, events, initiatives, and online or personal contributions. This code of conduct applies in all cases, and covers business and social activities, regardless of location.

In Online Settings

In response to recent events falling prey to 'Zoom bombers' we'd like to add to our Code of Conduct to remind all participants that they have a responsibility to keep this event safe by ensuring that they **do not share the Zoom link publicly**. The safety of our participants is paramount and so we have taken precautions to ensure we are not joined by people who wish to share inappropriate images, content or language. In attempting to balance safety considerations and keeping the event accessible to all who wish to attend, we will not be locking the Zoom call but we will have a waiting room, we are limiting screen sharing and we will also be preventing participants from changing their names while they are in the call. All of these features can and will be reinstated should a participant need to use them - feel free to ask any of the call hosts (Carole Logan, Emma Burstow, Laura Weatherhead or Lotte Pitcher) for the facility and we will provide temporary access.

We would also ask that you bear with us if you feel the measures become inconvenient to you for any reason. We are in relatively new territory and while we want to create a relaxed and enjoyable environment for participants, safety has to be our highest priority.

In the event that such an interruption does occur we would ask that you mute your speakers, minimise the Zoom window and check back in with us in a few minutes, once we have had the opportunity to address the problem. If you feel unsafe and wish to leave the meeting entirely, we will be more than happy to readmit you. We will also be running through what to do in the event of an unwelcome interruption throughout the event.

What is considered harassment / a breach of the Code of Conduct?
Harassment includes (but is not limited to): intimidating, harassing, abusive, discriminatory, derogatory, or demeaning conduct;
offensive verbal or written comments related to gender, gender identity, sexual orientation, disability, race, ethnicity, age, religion, social class, political views, technology choices;
inappropriate use of nudity and/or sexual images in public spaces (including presentation slides);
deliberate intimidation, stalking or following;
harassing photography or recording;
sustained disruption of talks or other events;
non-consenting and/or inappropriate physical contact, or unwelcome sexual attention.
sexual language and imagery is not appropriate for any situation, including talks, workshops, special events, meetings, and online presentations. Mentors, speakers and attendees should not use sexualised images, activities, or other material. There will be no tolerance of sexualised clothing/uniforms/costumes, or otherwise create a sexualised environment.

When a venue is shared with members of the public; please be respectful to all patrons of these locations.

What are the consequences of violating the Code of Conduct?
Event organizers and volunteers will enforce this code throughout all Candid Contributions' events. Participants in any activity asked to stop harassing behaviour are expected to comply immediately.

If a participant engages in harassing behaviour, organisers may take any action it deems appropriate, including reporting to authorities. Organisers reserve the right to:

Refuse admittance to, or remove any person from an activity at any time at its sole discretion. At events specifically, participants violating these rules may be expelled from the event without readmittance and barred from participating in future events.

When should I seek help or report an incident?
Every incident is important, no matter how minor it might seem at the time. Please seek help as soon as possible for anything you consider harassment or a breach of the Code of Conduct. You should also report all incidents as soon as possible after the incident occurs to a board member, event organiser, or volunteer.

It is everybody's responsibility to create and maintain a safe and respectful environment. As such, you should report incidents:

If it is something that has happened to you
If someone shared something with you, or you were with them when it happened
If you saw something happen from afar

How do I find help or report an incident?
If you need help, or need to report an incident please contact any of the following: Emma Burstow, Lotte Pitcher, Laura Weatherhead, Carole Logan.

Email: hello@candidcontributions.com

With thanks to the Women in Agile for inspiring this CoC - https://womeninagile.org/conduct/