

# CODE IN THE DARK

OFFICIAL CODE OF CONDUCT

We proudly take action! Read the [Women in Tech Manifesto](#)

## WHY DO WE HAVE AN OFFICIAL ANTI-HARASSMENT POLICY FOR OSEDEA EVENTS?

- This defines the expectations for driving during the event. Simply having a harassment policy can prevent harassment.
- This encourages participants who have had bad experiences at other events to participate.
- This gives staff and volunteers instructions on how to deal with harassment quickly, with minimal disruption to the event.

## OSEDEA IS DEDICATED TO PROVIDING A HARASSMENT-FREE EXPERIENCE FOR EVERYONE, REGARDLESS OF:

- Gender
- Sexual orientation
- Disability
- Gender identity
- Age
- Religion
- Nationality

The above list is not exhaustive - we do not tolerate harassment of event participants in any form.

Sexual language and imagery are inappropriate at any time during the event. Participants who do not obey these rules risk being expelled from the event and even banned from future events at the discretion of the organizers.

## HARASSMENT INCLUDES (BUT IS NOT LIMITED TO):

- Offensive verbal comments related to gender, sexual orientation, disability, gender identity,
- Use or display of sexual images in public spaces
- Deliberate bullying
- Photography or recording harassing
- Disruption of conferences and other activities
- Inappropriate physical contact
- Unwelcome sexual attention

Participants are asked to stop any harassing behaviour and are required to comply immediately.

Exhibiting partners and guest speakers are also subject to the Code of Conduct. In particular, exhibitors and speakers are required not to use sexualized images, activities or other materials, or to create a sexualized environment in their slide shows, exhibit materials, exhibit staff, promotional items or demonstration materials.

If you feel harassed, notice that someone else is being harassed, or have any other concerns, please contact an organizer or volunteer immediately. Organizers and volunteers are identified by shirts or name tags. The organizers will inform themselves of the situation and take appropriate measures. This could include helping participants contact site security or helping harassed individuals feel safe throughout the event.

## CONTACT

Organizers' email address : [codeinthedark@osedea.com](mailto:codeinthedark@osedea.com)

While we hope not to have to invoke this policy, we believe that having this document helps to raise awareness about how their actions and words affect the whole community.

#DiversityIsOurMiddleName