

Code of Conduct

- Augmented Vacancies

1. Purpose

Augmented Vacancies is dedicated to provide a harassment-free experience for everyone. We do not tolerate harassment of participants in any form.

This code of conduct applies to all Augmented Vacancies spaces, including events, conferences, workshops, blogs mailing lists, job registration page, both online and off. Anyone who violates this code of conduct may be sanctioned or expelled from these spaces at the discretion of the Augmented Vacancies Team.

Some of Augmented Vacancies events or conferences 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:

1. 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.
2. Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment.
3. Deliberate misgendering or use of 'dead' or rejected names.
4. Gratuitous or off-topic sexual images or behaviour in spaces where they're not appropriate.
5. Physical contact and simulated physical contact (eg, textual descriptions like "*hug*" or "*backrub*") without consent or after a request to stop.
6. Threats of violence.
7. Incitement of violence towards any individual, including encouraging a person to commit suicide or to engage in self-harm.
8. Deliberate intimidation.
9. Stalking or following.
10. Harassing photography or recording, including logging online activity for harassment purposes.
11. Sustained disruption of discussion.

12. Unwelcome sexual attention.
13. Pattern of inappropriate social contact, such as requesting/assuming inappropriate levels of intimacy with others
14. Continued one-on-one communication after requests to cease.
15. Deliberate “outing” of any aspect of a person’s identity without their consent except as necessary to protect vulnerable people from intentional abuse.
16. Publication of non-harassing private communication.

Expected

Augmented Vacancies prioritizes marginalized people’s safety over privileged people’s comfort. Augmented Vacancies Team and including volunteers on duty, will not act on complaints regarding:

1. ‘Reverse’ -isms, including ‘reverse racism,’ ‘reverse sexism,’ and ‘cisphobia’
2. Reasonable communication of boundaries, such as “leave me alone,” “go away,” or “I’m not discussing this with you.”
3. Communicating in a ‘tone’ you don’t find congenial
4. Criticizing racist, sexist, cissexist, or otherwise oppressive behavior or assumptions

Scope

We expect all community participants (contributors, paid or otherwise; sponsors; and other guests) to abide by this Code of Conduct in all community venues—online and in-person—as well as in all one-on-one communications pertaining to community business.

This code of conduct and its related procedures also applies to unacceptable behavior occurring outside the scope of community activities when such behavior has the potential to adversely affect the safety and well-being of community members.

In order to protect volunteers from abuse and burnout, we reserve the right to reject any report we believe to have been made in bad faith. Reports intended to silence legitimate criticism may be deleted without response.

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 Augmented Vacancies members or the general public. We will not name harassment victims without their affirmative consent.

Consequences

Participants asked to stop any harassing behavior are expected to comply immediately.

If a participant engages in harassing behavior, Augmented Vacancies Team may take any action they deem appropriate, up to and including expulsion from all Augmented Vacancies spaces and identification of the participant as a harasser to other Augmented Vacancies members or the general public.

Contact info

If you have any concerns on the Code of Conduct, or are being harassed by a member of the conference or the event, notice that someone else is being harassed, or have any other concerns, please contact the Augmented Vacancies' Leader, Sharon Oh at Sharon@augmentedvacancies.com or +44 7722379879.

License and attribution

The policy is based on the conference anti-harassment policy, prepared by Sharon Oh.

The code of conduct is derived from the Django Code of Conduct and the Geek Feminism Community.

Posted on 13th June 2016