

# Rails Girls Baltimore Anti-Harassment Policies

Based on [http://geekfeminism.wikia.com/wiki/Conference\\_anti-harassment/Policy](http://geekfeminism.wikia.com/wiki/Conference_anti-harassment/Policy)

Rails Girls Baltimore is dedicated to providing a harassment-free event experience for everyone, regardless of gender, sexual orientation, disability, physical appearance, body size, race, or religion. We do not tolerate harassment of event participants in any form. Sexual language and imagery is not appropriate for any event venue. Event participants violating these rules may be sanctioned or expelled from the event without a refund at the discretion of the event organizers.

## Harassment includes

- offensive verbal comments,
- sexual images in public spaces,
- deliberate intimidation,
- stalking,
- following,
- harassing photography or recording,
- sustained disruption of talks or other events,
- inappropriate physical contact, and
- unwelcome sexual attention.

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

If a participant engages in harassing behavior, the event organizers may take any action they deem appropriate, including warning the offender or expelling the offender from the event with no refund. If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact one of the event organizers immediately. The event organizers will be happy to help participants contact security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the event. We value your attendance.

## Important Contact Information

- Event Organizers' Email Address: [railsgirlsbaltimore@googlegroups.com](mailto:railsgirlsbaltimore@googlegroups.com)
- Law Enforcement: 911
- Emergency Medical Assistance: 911
- Baltimore Sexual Assault Hotline: (443) 279-0379

## Taxi Companies

- Diamond Cab - (410) 947-3333 - [www.diamondcab.com](http://www.diamondcab.com)
- Arrow Cab - (410) 261-0000 - [www.arrowcabmd.com](http://www.arrowcabmd.com)

We expect participants to follow these rules at all event venues and event-related social events.