

1. We at DC608 do not tolerate verbal or physical harassment, discrimination or disparaging remarks of event participants, attendees or DC608 Members in any form.

1a. Harassment includes — but is not limited to — unwelcome conduct or offensive verbal comments related to gender, gender identity, gender expression, sexual orientation, age, disability, physical appearance, body size, race, national origin, or religion; deliberate intimidation, stalking, following, unwelcome or unauthorized photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

1b. Encouraging others to engage in such behavior is not permitted, nor are false accusations of harassment.

1c. Event participants, attendees and DC608 Members must own up to their own mistakes if confronted by DC608 Goons about a report or witnessing of an event participant/attendee/DC608 Member is being harassed.

2. There shall be no official ideology of DC608. However, people espousing ideas or belonging to groups that deny social, economic and/or political agency to persons or groups based on their race, ethnicity, religion, national origin, gender identity/expression, disability status, sexual orientation, or perception thereof; therefore will not be allowed to attend or participate in DC608 events and meetups. Persons openly espousing ideas that remove others Freedoms shall not be welcome. This includes any groups that openly state in denying agency to said persons regardless of their actual capacity to do so.

2a. Persons known to be participating in organizations designed to remove political rights, harm, harass, disparage others based on real or perceived sexual orientation, gender, racial or ethnic background will not be tolerated.

3. You will not otherwise violate principles found in the DC608 Constitution and Code of Conduct.

4. You will not steal, harass, defraud, coerce, lie to, assault, anyone else in DC608, any welcome guests, to include any other member of any other DEF CON group. This includes sexual harassment.

4a. This includes threats or implying any action from section 4.

4b. Any attempts at black hat social engineering on DC608 members for whatever reason will be considered assault.

5. All persons at DC608 events shall be addressed by whatever names they ask to be addressed as. No exceptions. Pseudonyms are recommended and encouraged due to hacker tradition, but it is not demanded.

5a. All persons at DC608 events shall be identified by whatever gender they identify themselves as, and use whatever pronouns the person wishes. No exceptions. If you need to know, ask in a polite and respectful manner.

6*. Members of DC608, who are of legal age, and not of responsibilities such as driving that would prohibit them, may consume alcoholic beverages served and/or brought at DC608 events, provided they are otherwise not prohibited by law or good taste. Members of DC608 may also abstain from alcohol for any reason as well.

* — As of this writing, legalization of marijuana for recreational consumption is being considered by the State of Wisconsin. If Wisconsin does in fact legalize cannabis for recreational consumption, members are allowed to consume on the same terms as alcohol.

6a. Consumption of alcohol or any other intoxicating substance is not an excuse for poor behavior. All rules are still in effect drunk or sober. "had a bit too much to drink" will never be an excuse.

7. No member of DC608 will doxx, or leak documents containing personal information of anyone. No member of DC608 will publish noted private information to the public, or other parties not given due authorization. This also applies for DC608 private documents, to private communications, to personal communications with another person that has not consented to release explicitly. Exception to this will be leaking or reporting to authorities evidence of wrongdoing with the interest in remediating such.

8. You shall not sexually harass or make any unwanted sexual advances to anyone. Accusations of such will be taken seriously. Reports of sexual misconduct are to be investigated by DC608 Goons.

9. All attendees, speakers, on-location event staff and volunteers at our events are required to refrain from harassment and to follow the DC608 CoC Guidelines established in Section V. DC608 Goons will enforce this Code throughout the event(s), and expects cooperation from all participants, attendees and DC608 Members.

9a. During normal event interaction if you as an event participant/attendee/DC608 member and encounter an interpersonal situation where you are being negatively affected by (a) disparaging remark(s) we encourage you to request that the person stop the unwelcome or harassing behavior, provided that it is safe to do so. Participants who are asked to stop any such behavior are expected to comply immediately.

9b. If the scenario in 9a of the DC608 CoC persists with out any rectification of error by the instigator and/or you are being harassed, notice that someone else is being harassed, or have any related concerns, please contact a DC608 CoC Officer or event organizers immediately.

DC608 Goons can be identified by their clearly marked "DC608 CoC Officer" sticker badge. You can also phone email DC608 Goons directly on Discord.

10. Those approved to present Lightning Talks and/or Workshops at DC608 events are responsible for the content of their presentations. DC608 requests that speakers be aware of potentially offensive actions, language, or imagery, and that they evaluate under guidance of DC608 Goons whether it is necessary to convey their message. If said speaker and DC608 decide to include said content, DC608 asks that the presenter warn the audience at the beginning of the talk, and provide them with the opportunity to leave the room to avoid seeing or hearing the material.

Status Of A Living Document

Henceforth, the published DC608 Constitution and Code of Conduct will be perceived as a Amendable Living Document. Terms and conditions for changing the rules are in DC608 Constitution — Section III DC608 Business.

The Constitution and Code of Conduct are published publicly on our website, blogs and editor website.

Each version of this document will also be archived on the DC608 Website and via the Internet Archive. We do not have any hidden rules, agendas or sections of this document outside of unpublished updated versions that are being edited for review. Only when a rewritten DC608 Constitution and Code of Conduct is published publicly does it go into "law" and can be referenced and acted upon.

This last sentence states that what has been written above has been edited, read, understood and approved by members who have voted to agree to published that will be verified using the DC608 Warrant Canary**.

** — As of writing, DC608 Warrant Canary is in Development

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