



## Impact Labs: Code of Conduct

All events hosted by Impact Labs aim to be a welcoming, encouraging, and safe event for all participants. All attendees, including sponsors, students, speakers, judges, volunteers and organizers are therefore required to abide by the following code of conduct at all times.

### Summary

Impact Labs is dedicated to providing a harassment-free event experience for everyone, regardless of gender, age, sexual orientation, disability, physical appearance, body size, race, or religion (or lack thereof).

We do not tolerate harassment of event participants in any form. Sexual language/imagery and hateful speech is not appropriate for any event venue, including talks, workshops, receptions, and online media. Event participants violating these rules may be sanctioned or expelled from the event at the discretion of the event organisers.

### Full Version

Harassment includes offensive verbal comments related to gender, age, sexual orientation, disability, physical appearance, body size, race, religion, 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 organisers may take any action they deem appropriate, including warning the offender or expulsion from the event. If you are being harassed, notice that someone else is being harassed, or have any other concerns, please follow the reporting procedures at the bottom of this document and report the incident immediately. Event staff can be identified as they'll be wearing branded t-shirts.

Event staff will be happy to help participants contact venue 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.

We expect participants to follow these rules at all official Impact Labs events, programs, and related social events.

### Photographs and Videos

By participating in a program hosted through Impact Labs, attendees grant the right to have photographs and videos taken of them in connection with the program. Impact Labs is authorized to copyright, use, and publish these images in print and/or electronically for any and all media or promotional purposes.

Impact Labs may use such photographs for any lawful purpose, including for example such purposes as publicity, illustration, advertising, and Web content.

### Reporting Procedures

If you feel uncomfortable or think there may be a potential violation of the code of conduct, please report it through the following methods. All reporters have the right to remain anonymous. You can email us at [hello@impactlabs.io](mailto:hello@impactlabs.io) or fill out [this anonymous reporting form](#).

If you have any questions about the code of conduct, please reach out to us at [hello@impactlabs.io](mailto:hello@impactlabs.io).

Credit for this Code of Conduct goes to The Ada Initiative, with the original source here. You can find their unmodified Code of Conduct at <http://confcodeofconduct.com>.

This work is licensed under a Creative Commons Attribution 3.0 Unported License.