

Tech Club Querétaro Policies

Code of Conduct

All attendees, speakers, sponsors, and volunteers of our community (collectively referred to as “community members”) are required to follow the code of conduct in Tech Club Querétaro online and in-person Community Spaces.

The Tech Club Querétaro community is dedicated to providing a harassment-free learning and networking experience for everyone, regardless of gender, sexual orientation, disability, physical appearance, race, country of origin, or religion. We do not tolerate harassment of community members in any form. Overt sexual language and imagery is not appropriate for Tech Club Querétaro community spaces.

Harassment includes graphic or suggestive verbal or written comments, sexual images in public spaces, deliberate intimidation, stalking, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention. Community members who are asked to stop any harassing behavior are expected to comply immediately.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of community leadership immediately. Community leaders will maintain confidentiality, and reach out to the community member experiencing harassment to listen to their perspective and preferences for any action to be taken (or not). If appropriate, community leadership will provide the community member being harassed with help contacting venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment for the duration of the community events.

Any community member accused of misconduct or harassment will be notified and provided an opportunity to respond to accusations. If a community member is found to have engaged in harassing behavior, the community leadership may take any action that they deem appropriate, including warning the offender or expelling the individual from in-person and/or online community spaces.

We expect members to follow these rules in all Tech Club Querétaro community spaces and all Tech Club Querétaro online community spaces.

Contact:	Joe Wickenhauser	Lía Lovatto
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WhatsApp Ground Rules

Tech Club Querétaro is proud to offer a WhatsApp group for our community members to enjoy. As such, we kindly request that our community members keep in mind that there are well over 100 people in our group before posting.

As Tech Club Querétaro has grown significantly in the past few months, we have decided to limit the group to **individuals who come to the in-person meetups**. Please do not invite people to the WhatsApp group who have not attended an in-person meeting.

We currently have 2 WhatsApp Groups: “Tech Club QRO: Local Chat” and “Conversations & Debates”.

The “Tech Club QRO: Local Chat” WhatsApp group is generally for community announcements specifically focused on our **local** community. This could include posts such as:

- Questions about our in-person meetups, past or future
- Social/tech events that others may be interested to attend (e.g. the international fair)
- General questions about technology including how-to questions or “In Search Of” posts
- A physical product you own that you may be selling (e.g. a laptop or gaming console)
- Job openings that may be relevant to those in the group
- An occasional meme (esp. those related to tech)
- This is a one-to-many communication stream and is **not** intended for back and forth conversation between community members
- **Please limit your comments here to "once in a while"**

The “Conversations & Debates” WhatsApp group is generally for:

- Conversations and Debates using respectful language
- Sharing an interesting news article
- Your own perspectives on a wide-range of tech topics (e.g. AI, investments)
- Feel free to respond to others in this group and comment as often as you like in this group

A sample list of things that you **should not post** in either group chat (this is not intended to be exhaustive, but rather illustrative):

- Resumes/CVs - Come network with us instead!
- Your LinkedIn profile - Join the membership directory instead!
- Insulting, harassing, or hateful comments
- Any political or social rants
- Content of an illegal/unethical nature (e.g. pirate software sites)

If you have a service that may be of value to other Tech Club Querétaro members you may advertise that service on **Fridays only**. In order to advertise your service you must have attended at least one recent in person meeting and you must be listed in the membership directory.