

Code of Conduct

We value diversity and want to make this an inclusive and safe environment for all participants to express ideas and concerns.

Guidelines of What Constitutes Inappropriate Behavior

An inclusive positive environment is free of inappropriate behavior, including but not limited to:

- Verbal comments that reinforce oppression related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, ethnicity, age, caste or religion (or lack thereof).
- Deliberate intimidation: stalking, following, harassing or recording.
- Sustained disruption of talks or other events.
- Sharing Sexual images or inappropriate nudity in public spaces (including presentation materials).
- Inappropriate physical contact and unwelcome sexual attention.
- Taking photos or video or voice recording without consent.
- Advocating for, or encouraging, any of the above behaviour.

Participants violating these rules may be sanctioned or expelled from the event without a reimbursement at the discretion of the conference organisers. We do not tolerate harassment of conference participants in any form.

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

During this event participants may not take any photos of others only at their expressed permission. Participants of this event are to follow the Chatham House Rule that states one is free to use the information received, but **neither the identity nor the affiliation of the speaker(s), nor that of any other participant, may be revealed.**

Reporting

*If you are in any way made to feel uncomfortable or unwelcome, please do not hesitate to contact Chinmayi or Erin so that we can address the situation immediately. All reports will be kept confidential and anonymous unless otherwise requested by the reporter. We are here to support you, and having a safe space is essential to our work. Our events are dedicated to **providing a safe and harassment-free experience for everyone.***

We prioritise marginalised people's safety over privileged people's comfort. We will not act on complaints regarding:

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

Parts of this Code of Conduct are derived from :

1. https://wiki.localizationlab.org/index.php/Localization_Lab_Code_of_Conduct
2. https://meta.wikimedia.org/wiki/WikiConference_India_2016/Code_of_Conduct