

Our Code of Conduct

Purpose

We are committed to providing a safe and welcoming environment for all, regardless of gender, sexual orientation, ability, ethnicity, socioeconomic status, and religion (or lack thereof). This applies to everything we do and everyone who attends our events and is part of our community is held to these standards.

We believe in the Guiding Principles created by Kim Crayton, antiracist economist and the founder of the #causeascene movement:

- Tech is Not Neutral, Nor is It Apolitical
- Intention without Strategy is Chaos
- Lack of Inclusion is a Risk/Crisis Management Issue
- Prioritize the Most Vulnerable

Anti-harassment

We do not tolerate harassment in any form.

Harassment includes, but is not limited to:

- Verbal comments that reinforce social structures of domination related to gender, gender identity and expression, sexual orientation, disability, mental illness, neuro(a)typicality, physical appearance, body size, race, religion, or socio-economic status
- Deliberate misgendering or use of “dead” or rejected names
- Deliberate "outing" of any aspect of a person's identity without their consent
- Gratuitous or off-topic sexual images or behavior in spaces where they're not appropriate
- Deliberate intimidation, stalking, or following
- Sustained disruption of talks or someone's attempts to be heard
- Inappropriate physical contact
- Invasion of personal space
- Unwelcome sexual attention
- Advocating for, or encouraging, any of the above behaviour

Enforcement

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

If anyone engages in harassing behaviour, Techish Queer Women & Friends (TQWF) retains the right to take any actions necessary to keep our events a welcoming environment for everyone.

TQWF may take action to address anything designed to, or with the clear impact of making the environment hostile for anyone. We expect people to follow these rules while representing or working with TQWF or as part of our community,, though ideally we think people should follow these rules all the time!

Reporting

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible to someone from TQWF - whoever you feel most comfortable speaking to. Harassment and other Code of Conduct violations reduce feelings of belonging for everyone. You can make a report either personally or anonymously.

You can make an anonymous report via the form available [here](#). We cannot follow up an anonymous report with you directly, but we will fully investigate it and take whatever action necessary to prevent a recurrence.

Inclusive Language

In our commitment to a harassment-free and inclusive environment we strongly believe it's important to pay attention to harmful language patterns and an intersectional view on discriminations that rarely happen only one-sided. We understand that our list of isms below is by far not complete and believe it is a basic start to raise awareness.

Ableism

Words like “crazy”, “dumb”, “insane” or “lame” are examples of ableist language, devaluating people who have physical or mental disabilities. Its appearance often stems not from any intentional desire to offend, but from our innate sense of what it means to be normal. These words can be avoided by using more fitting, clearer descriptions of what we want to communicate.

To find out more about ableism and replacement terms please read [this guide](#).

Sexism

Using gendered terms like “dude” or “guys” to address a mixed-gendered group of people contributes to furthering exclusion of underrepresented individuals. We strongly advise avoiding gendered pronouns as well as gendered terms. If unsure about people's pronouns, we highly recommend to ask people directly for their pronouns first and to check if there are already any hints provided by themselves (e.g. on badges) instead of assuming their pronouns.

For more information please familiarise yourself with [Geek Feminism wiki guide](#) and [Wikipedia Third Person Pronoun](#).

Racism

Racism is deeply rooted in our society and globally, exists among all social classes and is connected to colonialism that has a long history of violence, oppression and domination of one group or individual over another group or individual of different race, ethnicity, culture, and their territories. Addressing individuals or a group of people in a diminutive, derogative or questioning way based on their (assumed) race and ethnic background is therefore racist, disrespectful and harmful. We do not tolerate any racist behavior, slurs, statements or jokes and will take actions if any reports on this matter reach us.

For more information please read [Wikipedia Racism](#).

We prioritize marginalized people's safety over privileged people's comfort and therefore we will not act on complaints regarding:

- 'Reverse' -isms, including 'reverse racism,' 'reverse sexism,' and 'cisphobia'.
- 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.
- Criticizing racist, sexist, cissexist, or otherwise oppressive behavior or assumptions.

Encouraging and Recognizing Participation

Intentional, positive, strategic action is essential to avoid replicating within our community the many forms of inequity that exist in greater society. For this reason, we outline in this Code of Conduct expected behavior as well as prohibited behavior.

If you see someone who is making an extra effort to ensure our community is welcoming, friendly, and encourages all participants to contribute to the fullest extent, recognize them for their good work either personally or by letting leadership know or celebrating them in the Cheers Slack channel.

Expected Behavior

The following behaviors are expected and requested:

- Participate in an authentic and active way. In doing so, you contribute to the health and longevity of the community.
- Exercise consideration and respect in your speech and actions. This does NOT include tone policing the voices of the marginalized and most vulnerable.
- Attempt collaboration before conflict.
- Refrain from demeaning, discriminatory, or harassing behavior and speech.
- Speaking up to challenge bias, discrimination and injustice without speaking on behalf of others

Attribution

This Code of Conduct was based on CSSConf / JSConf AU, The Geek Feminism wiki, the work of Valerie Aurora and Kim Crayton.

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