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Code of Conduct

- Have a strong code of conduct with no vague terms
  Here are some examples of the same
  http://todogroup.org/opencodeofconduct/
  https://meta.wikimedia.org/wiki/WikiConference_India_2016/Code_of_Conduct

- Have this not just for the event but also every party or celebration you host
- If some part of the event can't have this state it explicitly so people can choose to attend
- Make sure this involves policies which explicitly state when is one not welcome at a event and make sure to publish the names of those who are not welcome

Why do you need a code of conduct ?
https://www.ashedryden.com/blog/codes-of-conduct-101-faq#coc101examples

Tor Project's Participant Guidelines:
https://trac.torproject.org/projects/tor/wiki/org/meetings/2017Montreal/ParticipantGuidelines

IFF 2017 Code of Conduct:
https://www.internetfreedomfestival.org/wiki/index.php/Code_of_Conduct*t*

IFF 2017 CoC Communications Guide:
https://www.internetfreedomfestival.org/wiki/index.php/Guide_to_Communication

IFF 2017 CoC Incident Response Plan & Protocol:
https://docs.google.com/document/d/15Scm4B0Urml3vXPRkROy7cr_4OVcD2wErNYFZ9tqlzM/edit?usp=sharing

Create Safe Spaces

Here is a definition of a safe space

http://geekfeminism.wikia.com/wiki/Safe_space

Create virtual and physical spaces where marginalised communities are not marginalised.

Eg : feminist safe spaces , people of color safe spaces

The way to do this is to

- Clearly state that free expression in a way to suppress the voice of marginalised is not allowed in these spaces.
- Prioritise marginalised people's over privileged people's opinion or comfort in these spaces.
- Work to the marginalised communities to make a clear list of what is not allowed in these spaces
- Hire facilitators from marginalised communities for these discussions.
- Have a strict redressal mechanism for any violators (refer to code of conduct on how to create a welcoming atmosphere for reporting)

https://level-up.cc/before-an-event/creating-safe-spaces/ Also provides resources, additional links, and some suggested activities to help create a safe space.

Friendly Spaces at the Conference

- A quiet space to take a breather.

It could a space in a corner with cushions and chairs and could be called "Quiet space" to let everyone know of its utility.

- A "vibe checker" in closed discussion groups.

The role of the vibe checker is to stop offensive speech in the group, and to sense any discomfort in the discussion and intervene. The vibe checker volunteers for the role.

Anti Harassment Committee & Advisors

- Have an independent Anti Harassment Committee
- Announce the names publicly on your website and event material

- Make sure they are physically present and approachable at events
- If possible hire someone to do this
- Ensure representations of diversity within this committee especially take care that the diversity is identifiable to the attendees.
- Have a process to address harassment reports on committee members

Resources for people to amend mistakes

http://geekfeminism.wikia.com/wiki/So_you_made_a_mistake
https://adainitiative.org/2012/08/01/defcon-why-conference-harassment-matters/