Event Code of Conduct & Anti-Harassment Policy

GDG New Brunswick is dedicated to providing a harassment-free and inclusive event experience for everyone regardless of gender identity and expression, sexual orientation, disabilities, neurodiversity, physical appearance, body size, ethnicity, nationality, race, age, religion, or other protected category. We do not tolerate harassment of event participants in any form. GDG New Brunswick takes violations of our policy seriously and will respond appropriately.

All participants of GDG New Brunswick events must abide by the following policy:

1. Be excellent to each other. We want the event to be an excellent experience for everyone regardless of gender identity and expression, sexual orientation, disabilities, neurodiversity, physical appearance, body size, ethnicity, nationality, race, age, religion, or other protected category. Treat everyone with respect. Participate while acknowledging that everyone deserves to be here -- and each of us has the right to enjoy our experience without fear of harassment, discrimination, or condescension, whether blatant or via micro-aggressions. Jokes shouldn't demean others. Consider what you are saying and how it would feel if it were said to or about you.
2. Speak up if you see or hear something. Harassment is not tolerated, and you are empowered to politely engage when you or others are disrespected. The person making you feel uncomfortable may not be aware of what they are doing, and politely bringing their behavior to their attention is encouraged. If a participant engages in harassing or uncomfortable behavior, the event organizers may take any action they deem appropriate, including warning or expelling the offender from the event with no refund. If you are being harassed or feel uncomfortable, notice that someone else is being harassed, or have any other concerns, please contact a member of the event staff immediately.
3. Harassment is not tolerated. Harassment includes, but is not limited to: verbal language that reinforces social structures of domination related to gender identity and expression, sexual orientation, disabilities, neurodiversity, physical appearance, body size, ethnicity, nationality, race, age, religion, or other protected category; sexual imagery in public spaces; deliberate intimidation; stalking; following; harassing photography or recording; sustained disruption of talks or other events; offensive verbal language; inappropriate physical contact; and unwelcome sexual attention. Participants asked to stop any harassing behavior are expected to comply immediately.
4. Practice saying "Yes and" to each other. It's a theatre improv technique to build on each other's ideas. We all benefit when we create together.

This policy extends to talks, forums, workshops, codelabs, social media, parties, hallway conversations, all attendees, partners, sponsors, volunteers, event staff, etc. You catch our drift. GDG New Brunswick reserves the right to refuse admittance to, or remove any person from, any GDG New Brunswick hosted event (including future GDG New Brunswick events) at any time in its sole discretion. This includes, but is not limited to, attendees behaving in a disorderly manner or failing to comply with this policy, and the terms and conditions herein. If a participant engages in harassing or uncomfortable behavior, the event

organizers may take any action they deem appropriate, including warning or expelling the offender from the event with no refund.

Our event staff can usually be identified by special badges/attire. Our zero tolerance policy means that we will look into and review every allegation of violation of our Event Community Guidelines and Anti-Harassment Policy and respond appropriately. Please note, while we take all concerns raised seriously, we will use our discretion as to determining when and how to follow up on reported incidents, and may decline to take any further action and/or may direct the participant to other resources for resolution.

Event staff will be happy to help participants contact hotel/venue security or local law enforcement, provide escorts, or otherwise assist those experiencing discomfort or harassment to feel safe for the duration of the event. We value your attendance.

Exhibiting partners, sponsors or vendor booths, or similar activities are also subject to this policy. In particular, exhibitors should not use sexualized images, activities, or other material. Booth staff (including volunteers) should not use sexualized clothing/uniforms/costumes, or otherwise create a sexualized environment. Participants and exhibiting partners or sponsors disobeying this policy will be notified and are expected to stop any offending behavior immediately.

Why this policy is important

Harassment at events and in online communities is unfortunately common. Creating an official policy aims to improve this by making it clear that harassment of anyone for any reason is not acceptable within our events and communities. This policy may prevent harassment by clearly defining expectations for behavior, aims to provide reassurance, and encourages people who have had bad experiences at other events to participate in this one.

License and attribution

This policy is licensed under the [Creative Commons Zero license](#).

This policy is based on and influenced by several other community policies including: Ohio LinuxFest Anti-Harassment policy, Con Anti-Harassment Project, Geek Feminism Wiki (created by the Ada Initiative), ConfCodeofConduct.com, JSconf, Rust, Diversity in Python, and Write/Speak/Code.

MS Ignite 2018
DO:

- Be positive, kind, and courteous. "Like" posts and ask questions. Be friendly with others on the network. Feel free to provide feedback, but keep it constructive.
- Look at the product groups and join conversations. Groups are where most of the conversations happen. Browse through the groups and join the ones that interest you.

- Post to the right place! Is your question about Exchange? Post it to the Exchange group. Using tags like #SharePoint and #2018 help people understand what you are talking about. Not sure where to post? Feel free to message an admin.
- Mark answers as correct. This helps 'close' the thread so folks know you've received the answer you were looking for.
- Search before you post! There is a chance that your question has already been answered. The search function on this platform is very powerful, take advantage of it. Speaking of which...
- Keep private stuff private. Double check to make sure you are posting confidential information responsibly and in the correct place.
- Add a profile picture and fill out your profile! It's easy and quick, and helps people discover you as an expert.
- Fine-tune your email notification preferences. Go to your settings to set your preferred notifications. /t5/user/myprofilepage/tab/user-preferences
- Invite others to the network. Reference the network using our shortlink http://aka.ms/mstechcommunity

DON'T

- Post questions expecting to find support to break-fix issues. The best place to get Microsoft support is: http://answers.microsoft.com/ or if for Office 365 open a support ticket in your Office 365 Admin Console. If you have a problem, we want to make sure it's tracked, ticketed and escalated as needed so you're back up and running as quickly as possible. We do not offer ticketed support in the Microsoft Tech Community.
- Post solicitation, spam, and/or content free posts. This is a place for all of us. Don't fill the groups with 3rd party promotion. Violators may be banned from the network.
- Be negative. Constructive feedback is good, but avoid personal remarks, sarcasm and blame.
- Use crazy fonts, profanity or ALL CAPS. All caps and strange fonts are annoying. Not only does it look like shouting, it makes others want to use profanity.
- Wander off topic. No posting about sports, religion, politics or other things that don't belong here.
- Share content from a private group. Respect your colleagues and our acceptable usage policy.
- Harvest user data. Some members may share personal information here. If you spam members from this network, Microsoft may take legal action.

Where any aspect of this Code of Conduct is in conflict with the Microsoft Terms of Use, the Microsoft Terms of Use will take precedence.