

CODE OF CONDUCT

This code of conduct is based on the public domain template policy provided by the [Geek Feminism Wiki](#).

The 3rd BYMAT Conference is dedicated to providing a harassment-free experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age or religion. We do not tolerate harassment of participants in any form. Sexual language and imagery is not appropriate for any conference venue, including talks. Participants violating these rules may be sanctioned or expelled from the conference at the discretion of the organizers.

Harassment includes, but is not limited to:

- Offensive comments related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion.
- Sexual images in public spaces.
- Deliberate intimidation, stalking, or following.
- Harassing photography or recording.
- Sustained disruption of talks or other events.
- Unwelcome sexual attention.
- Advocating for, or encouraging, any of the above behavior

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

If a participant engages in harassing behavior, event organizers retain the right to take any actions to keep the conference a welcoming environment for all participants. This includes warning the offender or expulsion from the conference.

Organizers may take action to redress anything designed to, or with the clear impact of, disrupting the event or making the environment hostile for any participants.

We expect participants to follow these rules at all event venues and event- related social activities. We think people should follow these rules outside event activities too!

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible. Harassment and other code of conduct violations reduce the value of our event for everyone. We want you to be happy at our event. People like you make our event a better place.

You can make a personal report by contacting any of the organizers.

When taking a personal report, we will ensure you are safe and cannot be overheard. They may involve other event staff to ensure your report is managed properly. Once safe, we'll ask you to tell us about what happened. This can be upsetting, but we'll handle it as respectfully as possible, and you can bring someone to support you. You won't be asked to confront anyone and we won't tell anyone who you are.

Our team will be happy to help you to feel safe for the duration of the event. We value your attendance.

