



HACKTIVATE

Code of Conduct

January 17, 2018

TL;DR. Be respectful. Harassment and abuse are never tolerated. If you are in a situation that makes you uncomfortable at this event, if the event itself is creating an unsafe or inappropriate environment, or if interacting with an event organizer makes you uncomfortable, please report it using the procedures included in this document. In Hackathoners we believe that every single person has the right to hack in a safe and welcoming environment.

Harassment includes but is not limited to offensive verbal or written comments related to gender, age, sexual orientation, disability, physical appearance, body size, race, religion, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention. If what you're doing is making someone feel uncomfortable, that counts as harassment and is enough reason to stop doing it.

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

Sponsors, judges, mentors, volunteers, organizers and anyone else at the event are also subject to the anti-harassment policy. In particular, attendees should not use sexualised images, activities, or other material both in their hacks and during the event. Booth staff (including volunteers) should not use sexualised clothing/uniforms/costumes, or otherwise create a sexualised environment.

If a participant engages in harassing behavior, the Hacktivate staff may take any action they think it's appropriate, including warning the offender or expulsion from the event.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact the staff using the reporting procedures defined below. The Hacktivate representatives will be happy to help participants contact campus security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the event. We value your attendance.

We expect participants to follow these rules during in the hackathon's venue and online interactions in relation to the event.

Reporting Procedures If you feel uncomfortable or think there may be a potential violation of the code of conduct, please report it immediately using one of the following methods. All reporters have the right to remain anonymous. In case of emergency, direct contact details are listed below.

- Francisco Neves - 932 878 991
- Diogo Couto - 936 627 303
- Miguel Costa - 967 119 024

You can also use the email hello@hacktivate.io to report any incidents.

Hackathoners reserves the right to revise, make exceptions to, or otherwise amend these policies in whole or in part. If you have any questions regarding these policies, please contact Hackathoners by e-mail at contact@hackathoners.org. This code of conduct is heavily inspired on the official MLH Code of Conduct.