

## Code of Conduct

Effective Date: 2021-12-01

### 1. The Short Version

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*The following is a summary of the Code of Conduct, the full language is below*

Hackathons are a safe space and are dedicated to providing a safe, comfortable, and harassment-free experience regardless of the following:

- sex
- gender identity and expression
- age
- sexual orientation
- disability
- physical appearance
- body size
- race
- ethnicity
- nationality
- religion
- political views
- social class
- economic status
- previous hackathon attendance or lack thereof
- computing experience or lack thereof
- chosen programming language or tech stack

We do not tolerate harassment of any kind of hackathon participants, organisers, sponsors, mentors, volunteers, or anyone else attending the event. Sexual language and imagery is not appropriate at any hackathon venue, this includes the following:

- hacks
- talks, presentations or demos
- workshops
- any parties or gatherings associated to the hackathon
- social media
- any other online or digital media spaces

Hackathon participants, violating these rules **may be sanctioned or expelled** from the hackathon at the discretion of the hackathon organisers and/or Hackathons UK Limited.

## 2. The Long Version

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Harassment includes but is not limited to offensive written, signed, gestured, or verbal comments related to sex, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, nationality, religion, political views, social class, economic status, previous hackathon attendance or lack of, computing experience or lack of, chosen programming language or tech stack, sexual images in public spaces, deliberate intimidation, stalking, following, brigading, doxxing, photography or audio/video recording against reasonable consent, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention. If what your'e doing is making someone feel uncomfortable, that counts as harassment and is enough reason to stop doing it.

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

Sponsors, judges, mentors, volunteers, organizers, Hackathons UK Staff, and anyone else participating in 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. Additionally, any hacks created or presented at the hackathon are equally subject to the anti-harassment policy.

Photography is encouraged, but other participants must be given a reasonable chance to opt out from being photographed. If they object to the taking of their photograph, comply with their request. It is inappropriate to take photographs in contexts where people have a reasonable expectation of privacy (in bathrooms or where participants are sleeping).

If a participant engages in harassing behaviour, Hackathons UK Limited may take any action it deems appropriate, including warning the offender, or expulsion from the event with no eligibility for reimbursement or refund of any type, or reporting their behaviour to the local law enforcement. Full details of how we handle harassment and other incidents can be found in our [incident response policy](#).

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact Hackathons UK Limited using the reporting procedures below.

Participants are expected to follow these rules at all hackathon venues, online interactions in relation to the event, hackathon-related social events, and on hackathon supplied transportation.

## 3. Reporting Procedure

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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.

- Contact a hackathon organiser or volunteer at the hackathon
- Contact a member of Hackathons UK staff at the hackathon

- Call the Hackathons UK Incidents team at +44 20 4538 2211
- Email Hackathons UK at [incidents@hackathons.org.uk](mailto:incidents@hackathons.org.uk)

## 4. Attribution

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This code of conduct is adapted from the [Hack Code of Conduct](#) and the [Major League Hacking Code of Conduct](#).

*Hackathons UK Limited 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 email [hi@hackathons.org.uk](mailto:hi@hackathons.org.uk)*

## Changelog

Date	Author	Changes
2021-12-01	Aaron Osher	Initial publication