
Women in Tech SEO Conference

CODE OF CONDUCT

March 6th 2020 | LONDON

Website: <https://www.womenintechseo.com/conference>

Introduction

Women in Tech SEO is dedicated to providing a harassment-free conference experience for everyone, regardless of identity and expression, sexual orientation, disability, physical appearance, body size, race, age or religion. We do not tolerate harassment of conference participants in any form. Sexual language and imagery are not appropriate for any conference venue, including talks. Conference participants violating these rules may be sanctioned or expelled from the conference without a refund at the discretion of the conference organisers.

Anti-Harassment

Harassment includes, but is not limited to:

- Verbal comments that reinforce social structures of domination, related to 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
- Inappropriate physical contact
- Unwelcome sexual attention
- Advocating for, or encouraging, any of the above behaviour

Enforcement

If a participant engages in harassing behaviour, event organisers retain the right to take any actions to keep the event a welcoming environment for all participants. This includes warning the offender or expulsion from the conference with no refund.

Event organisers 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.



Reporting

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible. Our team will be happy to help you contact venue security, local law enforcement, local support services, provide escorts, or otherwise assist you to feel safe for the duration of the event.

Harassment and other code of conduct violations reduce the value of our event for everyone. We want you to be happy, safe and comfortable at our event. We value your attendance.

License

This anti-harassment policy is licensed under the Creative Commons Zero license and is based on the example policy from the [Geek Feminism wiki](#), created by the Ada Initiative and other volunteers.

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