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**Conference Code of Conduct**





## Spec Conference Code of Conduct 2019

At Spec by Slack we want all attendees to have an enjoyable and fulfilling experience. Accordingly, all attendees are expected to show respect and courtesy to other attendees throughout the conference and at all conference events, whether officially sponsored by Spec or not. At Spec by Slack all attendees, speakers, and volunteers are required to agree with the following code of conduct. Organizers will enforce this code throughout the event. We expect cooperation from all participants to help ensure a safe environment for everybody.

### The Quick Version

Spec by Slack is dedicated to providing a harassment-free conference experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack thereof), or technology choices. We do not tolerate harassment of conference participants in any form. Conference participants violating these rules may be sanctioned or expelled from the conference at the discretion of the conference Organizers.

### The Less Quick Version

Harassment includes offensive verbal comments related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion, technology choices, 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. Participants asked to stop any harassing behavior are expected to comply immediately. If a participant engages in harassing behavior, the conference organizers may take any action they deem appropriate, including warning the offender or expulsion from the conference with no refund.

### Contact Information

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of conference staff immediately at [events@slack.com](mailto:events@slack.com). Conference staff can also be identified as they'll be wearing branded clothing and badges. Conference staff will be happy to do whatever we can to help those experiencing harassment to feel safe for the duration of the conference. We value your attendance.

*Original source and credit: <http://2012.jsconf.us/#/about> & The Ada Initiative & [!!conf http://bangbangcon.com/conduct.html](http://bangbangcon.com/conduct.html)*

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