

## Code of Conduct

All attendees, speakers, sponsors and volunteers at OdessaJS event are required to agree with the following code of conduct. Organizers will enforce this code throughout the event and online activities.

### **The Quick Version**

OdessaJS is dedicated to providing a harassment-free conference experience for everyone, regardless of gender, sexual orientation, ability, age, physical appearance, body size, ethnicity, socioeconomic status and religion (or lack thereof). We do not tolerate harassment of conference participants in any form. Conference participants violating these rules may be sanctioned or expelled from the conference without a refund at the discretion of the conference organizers.

### **The Less Quick Version**

We strive to bring together the most diverse group of people possible — we firmly believe in equality, which is why we invite anyone and everyone to participate and create safe and positive experiences for everyone.

This Code of Conduct outlines our expectations for all those who participate in our community, as well as the consequences for unacceptable behavior.

#### *Expected Behavior*

Exercise consideration and respect in your speech and actions.

Attempt collaboration before conflict.

Refrain from demeaning, discriminatory, or harassing behavior and speech.

Be mindful of your surroundings and of your fellow participants. Alert community leaders if you notice a dangerous situation, someone in distress, or violations of this Code of Conduct, even if they seem inconsequential.

#### *Unacceptable Behavior*

Unacceptable behaviors include: intimidating, harassing, abusive, discriminatory, derogatory or demeaning speech or actions by any participant in our community online, at all related events and in one-on-one communications carried out in the context of community business.

Community event venues may be shared with members of the public; please be respectful to all patrons of these locations.

Harassment includes offensive verbal comments related to gender, 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.

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.

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. Conference staff can be identified by a clearly marked "STAFF" shirt.

We expect participants to follow these rules at all conference venues, conference-related social events and online.