

Code of conduct

ExoClimes is dedicated to providing a harassment-free conference experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, class, or religion. We do not tolerate harassment of conference participants (attendees, volunteers, staff, or organisers) in any form. Participants who violate the guidelines below may be sanctioned or expelled from the conference without a refund, at the discretion of the conference organizers.

Guidelines

Harassment of participants at any point during the conference will not be tolerated. Harassment includes, but is not limited to:

- Verbal comments that reinforce social structures of domination related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, class, and religion
- 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
- Retaliation against anyone reporting violations of this code of conduct

Bystander Support

If a participant witnesses bullying, harassment, or aggressive behavior, we encourage them to approach the affected person to offer support and check on their well-being. The witness may also suggest that the affected person report the inappropriate behavior and offer support in doing so if they wish. However, it is ultimately up to the affected person whether or not they wish to do so.

Reporting

In-Person Reporting: If someone makes you or anyone else feel unsafe or unwelcome, please report it immediately to designated organizers, who will be identifiable by colored ribbons on their conference badges. If you cannot locate a designated organizer, please approach any conference staff member, who will direct you to the responsible persons.

Anonymous Reporting: You can file a report through [this online form](#), either anonymously (default) or by identifying yourself in the report. While we cannot follow up with anonymous reports directly, we will fully investigate the incident and take appropriate action to prevent a recurrence.

Anyone asked to stop inappropriate behaviour is expected to comply immediately. In severe cases, individuals may be asked to leave the event without a refund. We will not tolerate retaliation against anyone reporting violations of this code of conduct.

Social Media & Photography

Participants who wish to share photos of a speaker on social media are strongly encouraged to obtain the speaker's permission first. Additionally, participants may share the contents of talks or slides unless the speaker has specifically requested that certain details/slides not be shared.

Local medical/police emergency number: 911

License

This Code of Conduct was adopted from the example policy provided by the Geek Feminism wiki, created by the Ada Initiative and other volunteers, and licensed under a Creative Commons Zero license.