

Code of Conduct

We are committed to building an inclusive community. We expect everyone's behavior to contribute to a productive, safe, and welcoming atmosphere. If you are in a situation that makes you uncomfortable at DivHacks, if the event itself is creating an unsafe or hostile environment, or if interacting with an event organizer makes you uncomfortable, please report it using the procedures included in this document.

Goals

DivHacks strives to create an empowering and inspirational space for Black people, Latinx people, and people whose identities exist beyond normative notions of being. Despite systematic attempts to exclude and erase us, we affirm our existence. We are thriving and are vital to the success of the tech and business industry. Through this hackathon, we strive to create an experience dedicated to our growth, safety, and uplift by confidently tackling issues within and beyond the tech industry. We aim to foster a sense of community and partnership between participants through educational workshops, inspirational speakers, and opportunities for collaboration.

Inappropriate Behavior at DivHacks

Inappropriate behavior is behavior that impedes the goals of DivHacks. Such behavior makes people feel uncomfortable, unwelcome, or otherwise harassed.

Harassment includes but is not limited to offensive verbal or written comments related to experience level, gender, age, 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. If what you're doing is making someone feel uncomfortable, that counts as harassment and is enough reason to stop doing it.

DivHacks is a time for bringing all types of people together to learn and build. As such, it is not a time to pursue or further exclusive relationships, romantic or otherwise.

Attendees should not use offensive images, activities, or other material both in their hacks and during the event.

Hacks submitted for demos are subject to approval by DivHacks staff before being allowed to present. We reserve the right to bar any team from presenting a hack deemed offensive, so we request that you use your best judgement and determine the appropriateness of your project ahead of time. Feel free to ask a member of staff if you're unsure as to whether your hack is acceptable at demos.

Be mindful of your language when addressing someone's work. We encourage hackers of all experience levels to build creative and ambitious projects at any level of complexity. Everyone brings a different background and level of experience to DivHacks, so something that is simple to you could be challenging to someone else. Remember that we all start out as beginners. Take a moment to see if your comments or actions might hurt someone's feelings or discourage them from learning and building.

Participants asked to stop any inappropriate behavior are expected to comply immediately. If a participant engages in such behavior, DivHacks staff may take any action they deem appropriate, including warning the offender or expulsion from the event.

We expect participants to follow these rules at all DivHacks venues and DivHacks-related events. Sponsors, judges, mentors, volunteers, organizers, and anyone else at the event are also expected to behave according to this policy.

Reporting Procedures

If you feel uncomfortable or think there may be a potential violation of the code of conduct, please report it immediately to one of the following people, or use the anonymous reporting form below:

- Supriya Khandekar, (408) 621-7765, sk4041@barnard.edu
- Anita Rao, (713) 791-2200, akr2145@columbia.edu

[Anonymous Reporting Form](#)

In case of emergency, please contact 911.

DivHacks staff will be happy to help participants contact campus security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the event.

DivHacks 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 contact DivHacks by email at divhacks1@gmail.com.

This guide was last updated on: April 3rd, 2017

This Code of Conduct draws portions from the [DevFest Code of Conduct](#), [Major League Hacking Code of Conduct](#) and the [Hacker School User Manual](#).