

# MIDDHACKS

# CODE OF CONDUCT

**TL;DR. Be respectful. Harassment and abuse are never tolerated. MiddHacks stands for inclusivity and empowerment. We believe that every single person has the right to experience this event in a safe and welcoming environment.**

Harassment includes offensive verbal comments related to gender, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, nationality, religion, sexual images in public spaces, deliberate intimidation, stalking, photography or audio/video recording against reasonable consent, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention. Harassment can include any behavior that makes another person feel targeted or uncomfortable.

Photography is encouraged, but other participants must be given a reasonable chance to opt out from being photographed. It is inappropriate to take photographs in contexts where people have a reasonable expectation of privacy (in bathrooms or where participants are sleeping).

Participants asked to stop any harassing behavior are expected to comply immediately. As this is a hackathon we like to explicitly note that the hacks created at our hackathon are equally subjective to the anti-harassment policy.

Sponsors and partners are also subject to the anti-harassment policy.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of hackathon staff immediately. Hackathon staff will be happy to help participants contact event security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the hackathon. We value your attendance. If a participant engages in harassing behavior, the hackathon organizers may take whatever action they deem appropriate, including warning the offender, expulsion from the hackathon, or withholding reimbursements.

We expect participants to follow these rules at the hackathon, workshop venues, and hackathon-related social events. All Middlebury College affiliates are expected to abide by this code of conduct and that of the college.

*Our code of conduct is based on the Hack Code of Conduct, MLH Code of Conduct, and PennApps Code of Conduct.*