



## Human Hacking Conference Code of Conduct

### Overview

This Code of Conduct summarizes expectations for all participants of The Human Hacking Conference, social events, and affiliated activities. All conference participants (e.g., including, but not limited to, speakers, attendees, media, sponsors, exhibitors, volunteers, staff) are required to abide by this code of conduct at all times.

Conference organizers will enforce this code and expect full cooperation from all The Human Hacking Conference participants (e.g., including, but not limited to, speakers, attendees, media, sponsors, exhibitors, volunteers, staff) to help promote a safe and enjoyable The Human Hacking Conference experience for everyone.

We have a zero-tolerance policy. Anyone engaged in unacceptable behavior is subject to expulsion from The Human Hacking Conference without warning or refund and/or may be banned from future The Human Hacking Conference at our sole and absolute discretion. All determinations of acceptable and/or unacceptable behavior are at the sole discretion of the conference organizer and its legal representatives. Decisions made onsite by conference organizers are final.

The Human Hacking Conference is open to everyone. As such, The Human Hacking Conference is committed to providing a friendly, safe, and welcoming environment for all—regardless of gender, sexual orientation, disability, ethnicity, or religion.

### Acceptable The Human Hacking Conference Behavior

Acceptable behavior includes, but is not limited to:

- Being considerate, collaborative, respectful, and courteous to those in attendance.
- Being mindful of your surroundings and of your fellow participants.
- Promptly alerting conference organizers if you notice a potentially dangerous situation or someone in distress.
- Respecting the boundaries of other attendees.
- Avoiding aggressively pushing your own services, products, or causes.
- Respecting confidentiality requests by speakers and other attendees.
- Refraining from demeaning, discriminatory, or harassing behavior, materials, or speech.
- Looking out for one another.

### Unacceptable The Human Hacking Conference Behavior

Unacceptable behavior includes, but is not limited to: intimidating, harassing, abusive, discriminatory, derogatory, or demeaning conduct, and/or wearing clothing not suitable for a professional work environment (e.g., lewd, indecent, provocative). Unacceptable behavior includes, but is not limited to:

- Harassment of any kind. Harassment includes: offensive comments (verbal, written, or otherwise); inappropriate use of nudity, and/or sexual images in public spaces (including presentation slides and giveaways); deliberate intimidation, stalking or following; harassing materials, photography or recording;



sustained disruption of talks or other events (whether verbal or otherwise); inappropriate physical contact, and unwelcome sexual attention.

- Physical, written, verbal, or other abuse (e.g., threats, annoyance, pushing, shoving or physical force whatsoever against any person, or any other behavior which in any way creates a disturbance that is disruptive or dangerous, or creates anxiety or apprehension in an individual), as determined by the conference organizer and its representatives, in their sole discretion.
- Possession of any item that can be used as a weapon, which may cause danger to others or may cause fear or apprehension by any other participant.
- Possessing alcoholic beverages or other intoxicating substances in areas not specifically designated for the consumption of such substances. Excessive intoxication.
- Possessing any illegal substance (e.g., narcotics).
- Smoking and vaping—other than in designated areas.
- Intentional disruption of presentations or other events.
- Invasion of privacy, including taking photos or videos (e.g. requesting selfies) of people you don't know.
- Any behavior that discriminates against any group or class of people.
- Intimidating, harassing, abusive, discriminatory, derogatory, or demeaning materials or conduct by any attendees of the event and related event activities. Many event venues are shared with members of the public; please be respectful to all patrons of these locations.
- Wearing clothing that is not suitable for a professional work environment, that may be deemed lewd, provocative, or otherwise potentially offensive.
- Assembling for the purpose of, or resulting in, disturbing the peace, or committing any unlawful act or engaging in any offensive behavior.
- Failure to obey any rules or regulations of the Venue.

### **Consequences of Unacceptable Behavior**

We have a zero-tolerance policy. Anyone engaged in unacceptable behavior is subject to expulsion from The Human Hacking Conference without warning or refund and/or may be banned from future Human Hacking Conferences.

### **Reporting Unacceptable Behavior**

Participant safety is the top priority. The Human Hacking Conference staff will be easily identifiable wearing STAFF T-shirts. If you are being harassed or if you witness someone being harassed, disturbed or in any way violating this Code of Conduct or any other rules or regulations of the Conference or the Venue, please let one of the nearby The Human Hacking Conference team members know as soon as possible or email [contact@humanhackingconference.com](mailto:contact@humanhackingconference.com). If you are not in an area where there is a The Human Hacking Conference staff member, report it to the hotel staff. **In the event of an emergency situation, please contact local authorities immediately.**

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**If you have any questions, please email [contact@humanhackingconference.com](mailto:contact@humanhackingconference.com).**