

## CODE OF CONDUCT

ElixirConf EU is a community conference created to promote education, networking and collaboration within the Elixir/Erlang/Ruby communities. We value the participation of each member of the community and want all attendees to have an enjoyable and fulfilling experience. Attendees are expected to act with decorum showing respect and acceptance to other attendees throughout the conference, and at all conference events, whether officially sponsored by ElixirConf or not. All delegates, speakers, exhibitors and volunteers at ElixirConf are required to conform to the following Code of Conduct.

Organizers will implement this code throughout the event.

- Be honest
- Use respectful language and actions
- Be inclusive
- Respect culture and custom
- Consider your actions and act with integrity
- Use good judgment and avoid even the appearance of improper behaviour
- Follow the law
- Be accountable.

If ever in doubt about a course of conduct, ask yourself: Is it ethical? Is it legal? Will it reflect well on me as well as ElixirConf? Would I want to read about it in the newspaper or on the web? If the answer is "No" to any of these questions, don't do it. We want to thank you for helping make this a welcoming, friendly event for all.

### **Legal Details**

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. Speakers, attendees, exhibitors, sponsors and vendors are subject to the code of conduct. Speakers, sponsors and exhibitors should not use profane, vulgar or sexual images, activities, or other material. Talks should be appropriate for both a professional audience and a younger audience. Imagery and language (both written and spoken), are to be free of profane, vulgar or sexual content. Participants asked to stop any harassing behaviour are expected to comply immediately. If a participant engages in behaviour that violates this code of conduct, the conference organizers may take any action they deem appropriate, including warning the offender or expulsion from the conference with no refund.

### **Contact Information**

If you need support during the conference, don't hesitate to approach a member of the ElixirConf EU team (Monika Coles, John Baughen, Barbara Trojecka, Ewa Kucharczyk, we are all on SwapCard ready to help). Approach us or send us a direct message. You can also reach out to us with your concerns at [info@elixiconf.eu](mailto:info@elixiconf.eu).