

# CODE OF CONDUCT

## AGILENCR 2019 CODE OF CONDUCT

This year AgileNCR 2019 would be collaborating with Women in Agile, for the conference in-order for the smooth conduct of the conference the following code of conduct is proposed by Women in Agile.

All event attendees, speakers, local and regional community leaders, sponsors, Officers, Board of Directors and volunteers are required to comply with the following code of conduct. Organizers will enforce this code throughout the event and operations. We expect cooperation from all participants to help ensure a safe environment for everybody.

### SHORT VERSION

The Conference AgileNCR 2019 drives toward equality and inclusion of diversity representation, expertise, and involvement in the agile community. We value diverse idea representation to empower the agile community and enterprises and believe everyone is better off when more ideas are shared.

In support of this mission, we want to ensure a respectful, safe and inclusive environment for everyone, whenever they are engaged in Agile activities, events, and operations.

We do not tolerate harassing or disrespectful behavior, interactions, messages, or images, by any member / delegate or stakeholder, in any form. This includes business and social activities, regardless of location.

We encourage everyone to help in creating a welcoming and safe environment. Please report any concerns, harassing behavior, suspicious or disruptive activity using these contact methods: contact event organizers, volunteers, or committee/board members or email

AgileNCR 2019. reserves the right to refuse admittance to or remove any person from an activity or suspend membership at any time at its sole discretion, and discontinue their affiliation with the organization or individual. This includes members, event attendees, speakers, local and regional community leaders, sponsors, Officers, Board of Directors and volunteers.

# DETAILED EXPECTATIONS

## **Who does the Code of Conduct apply to?**

Everyone. All participants in any the conference, including members, event attendees, speakers, sponsors, volunteers, contributors, local and regional community leaders, sponsors, Officers, Board of Directors and volunteers are required to agree with and adhere to the code of conduct.

## **What is considered harassment / a breach of the Code of Conduct?**

Harassment includes (but is not limited to):

- intimidating, harassing, abusive, discriminatory, derogatory, or demeaning conduct;
- offensive verbal or written comments related to gender, gender identity, sexual orientation, disability, race, ethnicity, age, religion, political views, technology choices;
- inappropriate use of nudity and/or sexual images in public spaces (including presentation slides);
- deliberate intimidation, stalking or following;
- harassing photography or recording;
- sustained disruption of talks or other events;
- non-consenting and/or inappropriate physical contact, or unwelcome sexual attention.
- sexual language and imagery is not appropriate for any situation, including talks, workshops, special events, meetings, and online presentations. Event sponsors should not use sexualized images, activities, or other material. Booth staff (including volunteers) should not use sexualized clothing/uniforms/costumes, or otherwise create a sexualized environment.
- Some venues are shared with members of the public; please be respectful to all patrons of these locations.

## **What are the consequences of violating the Code of Conduct?**

Event organizers and volunteers, Program Directors, staff and board members will enforce this code throughout the 2-day conference. Participants in any type of conference activity asked to stop harassing behavior are expected to comply immediately.

If a participant engages in harassing behavior, Women in Agile may take any action it deems appropriate, including reporting to authorities. Women in Agile reserves the right to:

- Refuse admittance to, or remove any person from an activity at any time at its sole discretion. At events specifically, participants violating these rules may be expelled from the event without a refund at the sole discretion of the program committee

### **When should I seek help or report an incident?**

Every incident is important, no matter how minor it might seem at the time. Please seek help as soon as possible for anything you consider harassment or a breach of the Code of Conduct. You should also report all incidents as soon as possible after the incident occurs to a board member, event organizer, or volunteer.

It is everybody's responsibility to create and maintain a safe and respectful environment. As such, you should report incidents:

- If it is something that has happened to you
- If someone shared something with you, or you were with them when it happened
- If you saw something happen from afar

### **How do I find help or report an incident?**

If you need help, or need to report an incident please contact any of the following: AgileNCR 2019 Program Committee – [akabra@xebia.com](mailto:akabra@xebia.com), [skar@xebia.com](mailto:skar@xebia.com), [meetu.singh@xebia.com](mailto:meetu.singh@xebia.com)