

CODE OF CONDUCT

HerHacks is designed to be a welcoming and supportive environment where participants of all experience levels can learn, collaborate, create, and explore technology. Everyone at HerHacks is expected to contribute to an environment where people feel respected, included, and encouraged throughout the event.

This Code of Conduct applies to everyone involved in HerHacks, including participants, organizers, volunteers, mentors, judges, speakers, sponsors, and guests. It applies throughout the event and to event-related activities, communications, and online spaces.

RESPECT & INCLUSIVITY

Participants are expected to treat fellow hackers, mentors, judges, organizers, volunteers, and everyone else at HerHacks with kindness, patience, and respect.

We welcome people from different backgrounds, identities, perspectives, and levels of experience. Everyone should feel comfortable asking questions, sharing ideas, and participating in the event. Discrimination, harassment, bullying, intimidation, or behaviour that deliberately makes others feel excluded or unsafe is not acceptable at HerHacks.

EVENT & VENUE RESPONSIBILITIES

Participants are expected to follow the event schedule, venue rules, and reasonable instructions provided by the HerHacks organizing team and venue staff. These guidelines help us keep the event organized, safe, and enjoyable for everyone.

- Follow instructions from HerHacks organizers, event staff, and venue staff
 - Respect the Accelerator Centre and leave shared spaces, furniture, equipment, and other property in the same condition they were in when you arrived
 - Keep workspaces clean and dispose of garbage and recycling appropriately
 - Be mindful of noise levels and other teams working around you
 - Do not enter restricted areas or spaces that have not been made available to you
 - Follow all safety procedures and instructions, including evacuation procedures in the event of an emergency
 - Let an organizer know if you notice a safety concern, damage, or an issue with the venue
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HARASSMENT & DISCRIMINATION

HerHacks is committed to creating an environment where everyone feels safe, welcome, and respected. Harassment, discrimination, bullying, intimidation, or threatening behaviour are not tolerated at HerHacks, whether they happen in person, online, or through other communication related to the event.

Harassment can take many forms and may include repeated unwanted comments or messages, insults, intimidation, stalking or following someone, unwelcome sexual attention or comments, inappropriate physical contact, or behaviour that deliberately makes someone feel unsafe or excluded. This also includes sharing sexual, hateful, violent, or otherwise inappropriate content, as well as sharing someone's private information without their permission.

Everyone at HerHacks is expected to respect personal boundaries. If someone asks you to stop a behaviour because it is making them uncomfortable, please respect their request and stop immediately. This expectation applies to everyone involved in HerHacks, including participants, organizers, volunteers, mentors, judges, speakers, sponsors, and guests.

ORIGINALITY & ACADEMIC INTEGRITY

Participants are expected to be honest about their work and appropriately acknowledge any external resources, tools, or assistance used during the hackathon.

- Submit work that your team created or meaningfully developed during the hackathon
 - Do not claim another person's work, project, or idea as your own
 - Clearly acknowledge significant external resources, code, APIs, datasets, or other materials used in your project when appropriate
 - Do not intentionally misrepresent your team's contributions or the development process
 - Be honest when explaining your project, technical decisions, and challenges to judges and mentors
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PROJECTS & HACKS

The same standards of respect and responsibility apply to the projects created at HerHacks. We encourage participants to be creative, experiment with new ideas, and build projects that they are proud of, but projects should not intentionally contain or promote hateful, discriminatory, sexually explicit, threatening, or otherwise inappropriate content.

If a project is found to violate the Code of Conduct, the HerHacks organizing team may ask the team to modify the project or remove inappropriate content. Depending on the situation, a project may be removed from judging or disqualified from the event.

RESPONSIBLE USE OF TECHNOLOGY

Participants are expected to use technology, software, equipment, and online resources responsibly throughout the event. This includes using venue equipment, Wi-Fi, software, and other resources appropriately, and not intentionally damaging, disrupting, or interfering with another participant's project, device, account, or work. Participants should not attempt to access accounts, systems, files, or information that they do not have permission to access and are expected to follow any technology, software, or platform rules provided by HerHacks, sponsors, or the venue. If you are unsure whether an action is permitted, please ask a HerHacks organizer for assistance.

PHOTOGRAPHY & RECORDING

We are excited to celebrate the projects, experiences, and people who make HerHacks possible, and photography or video may take place throughout the event. Participants may take photos and videos where permitted, but please be considerate of the people around you and respect the privacy and boundaries of others.

If someone asks you not to photograph or record them, please respect their request. Do not intentionally photograph or record someone in a private or sensitive situation, or capture another person's screen, personal information, or private conversation without their permission.

HerHacks may also take photographs and videos during the event for documentation, promotional materials, social media, and future HerHacks communications. Any media consent information provided during registration or at the event will apply.

COLLABORATION & TEAMWORK

Participants are encouraged to work together, communicate respectfully, and support their teammates throughout the hackathon.

- Communicate openly and respectfully with your teammates
- Contribute fairly to your team's project and responsibilities
- Listen to and consider the ideas of other team members
- Resolve disagreements respectfully and focus on finding solutions
- Support other participants and celebrate their ideas and accomplishments
- Ask mentors and organizers for help when your team needs guidance

REPORTING A CONCERN

If you experience harassment or inappropriate behaviour, see someone else being treated inappropriately, or have a concern about the safety or environment at HerHacks, **please tell a HerHacks organizer**. You do not need to confront the person yourself, and you do not need to be completely sure that something violates the Code of Conduct before reporting it. If something does not feel right, we would rather you let us know.

You can speak directly with any HerHacks organizer or volunteer, use the designated reporting method provided at the event, or contact the HerHacks organizing team at **herhacksorg@gmail.com**. We will take concerns seriously and do our best to respond promptly, respectfully, and appropriately. We will respect requests for confidentiality whenever reasonably possible.

RESPONDING TO REPORTS

When a concern is reported, the HerHacks organizing team will assess the situation and determine an appropriate response based on the circumstances. We will take concerns seriously and aim to respond fairly, respectfully, and with the safety of everyone involved in mind.

Depending on the situation, HerHacks may respond by:

- Speaking with the people involved and gathering information
- Asking someone to stop a particular behaviour
- Issuing a warning
- Removing someone from a particular activity or area
- Disqualifying a project or team from judging
- Asking someone to leave the event
- Contacting the venue, a parent or guardian where appropriate, emergency services, or law enforcement if necessary

Anyone asked to stop behaviour that violates this Code of Conduct is expected to cooperate immediately. Serious or repeated violations may result in a warning, removal from an activity or area, disqualification from judging or prizes, or removal from the event.

EMERGENCIES

If there is an immediate danger or a medical emergency, please contact emergency services first and then notify a HerHacks organizer as soon as it is safe to do so. For non-emergency concerns, please use the reporting methods provided by HerHacks.

PARTICIPANT COMMITMENT

By participating in HerHacks, you agree to uphold the values of **respect, inclusivity, collaboration, integrity, responsibility, and safety** throughout the event.

HerHacks is a space to learn, experiment, create, and try new things. You do not need to be the most experienced hacker in the room. Ask questions, support others, share your ideas, and make the most of the opportunity to learn and build together.

Please be kind, respect the people around you and the space, respect personal boundaries, and help others feel comfortable participating. Thank you for helping us make HerHacks a positive and welcoming experience for everyone.

If you have any questions about this Code of Conduct or would like to report a concern, please contact the HerHacks organizing team at **herhacksorg@gmail.com**.