



Code of Conduct

ONF is dedicated to providing safe and harassment-free meetings, events, and activities for everyone, regardless of gender, sexual orientation, disability, physical appearance, race, age, or religion. We do not tolerate harassment of any participant in any form. ONF member participants violating these rules may be sanctioned or expelled from ONF at the discretion of ONF staff, and this decision relayed to the ONF violator's company. All violations are turned over to the appropriate authorities for resolution.

Expected Behavior

Be respectful, kind, and professional. Exercise consideration and empathy in your speech and actions. Be mindful of others. Understand that written communication via e-mail does not always convey nuances such as humor, and thus written words may be misinterpreted accordingly.

Unacceptable Behavior

Intimidating, harassing, discriminatory, abusive, derogatory, or demeaning speech or actions by any participant, at any ONF event and in one-on-one communication carried out in the context of ONF.

Harassment includes: offensive verbal comments related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion; it also includes stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

Consequences of Unacceptable Behavior

Participants that are asked to stop any harassing behavior are expected to comply immediately. If a participant engages in harassing behavior, ONF members or volunteer leaders may initiate any reasonable action they deem appropriate, including summoning event security or law enforcement.

Contact Information

If you are being harassed, notice that someone else is being harassed, or have any other concerns involving someone's welfare, please contact event security or law enforcement immediately and notify ONF management. We will be happy to help participants contact local law enforcement, provide escorts, or otherwise provide assistance so that those experiencing harassment can feel safe for the duration of the event. We value your participation.

This Code of Conduct is based on the example policy from the Geek Feminism wiki, created by the Ada Initiative and other volunteers. A large portion was also inspired by Stumptown Syndicate's Open Source Bridge policy.