

Hack Outliers - Code of Conduct

We believe that everyone should feel safe and have a harassment-free experience at our events. This includes participants, staff, judges, mentors, experts, sponsors, volunteers, organisers, and anyone else present at our events. Collectively, all of these people are referred to as "attendees".

The purpose of this document is to provide notice of the policies that we will apply to attendees at our events. If you do not agree to be bound by this document and our policies, you must not attend our events.

We do not tolerate harassment in any form, or any medium.

Harassment includes offensive comments relating to gender, age, sexual orientation, disability, physical appearance, race, or religion; deliberate intimidation; deliberate threatening behaviour; deliberate alarming behaviour; deliberate distressing behaviour; stalking; sustained disruption; inappropriate unwanted physical contact; and unwelcome sexual attention. Harassment also includes any other behaviour that we believe threatens our aim of all attendees feeling safe.

Sexual language, sexual imagery, and inappropriate unwanted physical contact are explicitly prohibited during our events and will not be tolerated.

To enforce our code of conduct, attendees' use of the messaging applications that we provide (including the "Slack" application) may be monitored at any time.

If an attendee engages in harassment and/or violates this code of conduct, we will take any lawful action that we deem appropriate. This may include the attendee being **instructed to cease and desist** the harassing behaviour, and/or the attendee being **sanctioned**, and/or the attendee being **expelled** from our events **without any refunds**. Additionally, we may report the harassing behaviour to relevant law enforcement agencies. The attendee may also be banned from attending our events in the future.

If an attendee is instructed to cease and desist from engaging in harassing behaviour, the attendee must comply immediately.

We understand that attendees may wish to take photographs or record video of our events. Without a separate photography licence agreement with us, attendees may only take photographs or record video of our events if all of the following conditions are met:

1. There is no signage stating "No Recording Permitted at Any Time" (or words to that effect) at the venue
2. There is no signage stating "No Recording Permitted" (or words to that effect) in the specific location within the venue
3. It is not occurring in a location where people have a reasonable expectation of privacy (including, but not limited to bathrooms, toilets, changing rooms,

private spaces, and locations where anyone is sleeping and/or in a state of undress)

4. The attendee has gained consent from everyone visible
5. The photographs and/or videos are solely for the attendee's personal, private, non-commercial use
6. The attendee has not already been instructed to cease and desist from taking photographs and/or recording video
7. The attendee complies immediately with instructions to cease and desist taking photographs and/or recording video

Reporting

To report any violations of this code of conduct, or if an attendee is being harassed, please contact us using the contact details below.

We will be happy to provide assistance where possible to help attendees feel safe for the duration of our events. We value all attendees at our events.

We can be contacted as below:

david@hackoutliers.com

David Young - Hack Outliers