



# 2019

## Diversity & Inclusion Research Conference

November 7, 2019 | CUNY Graduate Center

### **DIRC19 Code of Conduct**

#### **1. Purpose**

The 2019 Diversity & Inclusion Research Conference (DIRC19) believes our community should be truly open for everyone. We are dedicated to providing a positive and harassment-free conference experience for all attendees, speakers, sponsors, organizers, volunteers, and other guests. This Code of Conduct outlines our expectations for participant behavior as well as the consequences for unacceptable behavior. We invite all participants to help us realize a safe and positive conference experience for everyone by reporting to us if a serious event occurs.

#### **2. Scope**

We expect all guests to abide by this Code of Conduct at the DIRC19 conference. Organizers and staff will enforce this code throughout the event.

This code of conduct and its related procedures may also apply to unacceptable behavior occurring outside the scope of conference activities when such behavior has the potential to adversely affect the safety and well-being of participants.

#### **3. Expected Behaviors- Professional Conduct at Events**

At DIRC19, we ask that everyone:

- Be mindful of surroundings and fellow guests. If you notice a dangerous situation or someone in distress, alert staff or leadership.
- Flag unacceptable behavior.
- Treat others with respect and consideration.

- Refrain from demeaning, discriminatory or harassing behavior or speech. A more detailed explanation is provided in the “Harassment” Section.

#### **4. Unacceptable behaviors**

Unacceptable behaviors include but are not limited to:

- Engaging in intimidation, bullying, or discrimination in any form.
- Touching or make physical contact with anyone unless you know the contact is welcome.
- Inappropriate pictures, audio, or video recordings after a presenter or speaker has communicated that such images are not allowed.
- Drinking alcoholic beverages at the event.
- Sustained disruption of talks, presentations, or other events.
- Harassment and other unwelcome behaviors, as defined below.

#### **5. Harassment**

Harassment and unwelcome behavior include but are not limited to:

- Offensive or unwelcome comments regarding a person’s gender, gender identity and expression, sexual orientation, disability, mental illness, neurotype, physical appearance, body, age, race, ethnicity, nationality, language, religion or any other characteristic.
- Displaying sexual images or behavior.
- Unwanted physical contact.
- Threats of violence.
- Stalking or following.

#### **6. Consequences of Unacceptable Behavior**

If a participant engages in unacceptable behavior or harasses a fellow member, the conference organizers may take any action they deem appropriate, including warning the offender or expulsion from the conference with no refund. Participants asked to stop any harassing behavior are expected to comply immediately.

Any persons associated with DIRC19 who believes that they have been subjected to unlawful harassment of any kind has the responsibility to report the harassment to an organizer or volunteer. DIRC19 is committed to taking all reasonable steps to prevent harassment and will

## 2019 Diversity & Inclusion Research Conference

make every reasonable effort to promptly and completely address and correct any incidents that may occur. Every incident reported will be investigated promptly and impartially, with every effort to maintain confidentiality.

### **7. Contact Information**

If someone makes you or anyone else feel unsafe or unwelcome, please report it to Arshiya Malik, a member of the DIRC19 Leadership Team. Arshiya Malik can be contacted by email at: [arshiya@alera.tech](mailto:arshiya@alera.tech).

### **8. Attribution**

This Code of Conduct was adapted from Code of Conduct documents of other events and organizations, including [Grace Hopper Conference](#), [Women in Tech Summit](#), [Sustain](#), [Girl Develop It](#), and [Citizen](#).