



# HackComF 2018

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CODE OF CONDUCT

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HackConf is a tech and motivational conference, organized by HackBulgaria.

The main purpose of the conference is to support the progress of developers, software engineers and IT specialists and help them to become better in their work.

**We don't tolerate harassment of event participants in any form.**

Our attendees, volunteers, and staff are required to abide by the following code of conduct:

- Harassment includes offensive verbal comments related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion, technology choices, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

**Sponsors are also subject to the anti-harassment policy.**

In particular, sponsors should not use sexualised images, activities, or other material. Booth staff (including volunteers) should not use sexualised clothing/uniforms/costumes, or otherwise create a sexualised environment.

If a participant engages in harassing behavior, the conference organizers may take any action they deem appropriate, including warning the offender or expulsion from the conference with no refund.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of conference staff immediately.

**Conference staff can be identified as they'll be wearing branded clothing and/or badges.**

We expect participants to follow these rules at conference and workshop venues and conference-related social events.