

# Engineering Conferences International

## Code of Conduct

Engineering Conferences International (ECI) is dedicated to providing a harassment-free experience for participants at all our conferences. ECI conferences are international working conferences intended for professional networking and collaboration within the open source community. These conferences exist to encourage the open exchange of ideas and expression and require an environment that recognizes the inherent worth of every person and group. While at ECI conferences or related ancillary or social events, any participants, including speakers, participants, volunteers, sponsors, exhibitors, staff and anyone else, should not engage in harassment in any form.

The Code of Conduct, the details of which are elucidated in the subsequent paragraphs, may be revised at any time by ECI and the terms are non-negotiable. Your registration for or any attendance at any ECI event indicates your agreement to abide by its policy and its terms.

**Expected Behavior** - All conference participants are expected to behave in accordance with professional standards, with both the Code of Conduct as well as their respective employer's policies appropriate workplace behavior and applicable laws.

**Unacceptable Behavior** – Harassment will not be tolerated in any form, whether in person or virtually, including but not limited to harassment based on gender, gender identity and expression, sexual orientation, disability, physical experience, body size, race, age, religion or any other status protected by laws in which the conference or program is being held and/or in the United States. Harassment includes the use of abusive, offensive or degrading language, intimidation, stalking, harassing photography or recording, inappropriate physical contact, sexual imagery and unwelcome sexual advances or requests for sexual favors. Any report of harassment at one of our events whether in person or virtual, will be addressed immediately. Participants asked to stop any harassing behavior are expected to comply immediately. Anyone who witnesses or is subjected to unacceptable behavior should notify a conference organizer at once.

Speakers should not use sexual language, images, or any language or images that would constitute harassment as defined above in their talks.

**Consequences of Unacceptable Behavior** - If a participant engages in harassing behavior, whether in person or virtually, the conference organizers may take any action they deem appropriate depending on the circumstances, ranging from issuance of a warning to the offending individual to expulsion from the conference with no refund. ECI reserves the right to exclude any participant found to be engaging in harassing behavior from participating in any further ECI conference or activity. If necessary, the appropriate authorities will be notified of any unacceptable behaviors.

**What to Do If You Witness or Are Subject to Unacceptable Behavior** – If you are being harassed, notice that someone is being harassed, or have any other concerns relating to harassment, please contact a member of the conference staff immediately. You are also encouraged to contact Barbara Hickernell, ECI Executive Director, at [barbara@engconfintl.org](mailto:barbara@engconfintl.org)

**Incident Response** – If a participant engages in harassing behavior, whether in person or virtually, the conference organizers may take any action they deem appropriate, ranging from issuance of a warning to the offending individual to expulsion from the conference with no refund, depending on the circumstances.

Conference staff will also provide support to victims, including but not limited to:

- Providing an Escort
- Contacting hotel/venue security or local law enforcement
- Brief key conference organizers
- And otherwise assisting those experiencing harassment to ensure that they feel safe for the duration of the conference.

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