



# Code of Conduct

This policy is a "living" document, and subject to refinement and expansion in the future. Last updated March 18, 2024.

Everyone participating in the Hackathons @ Berkeley events community—including, but not limited to the hackathon and Slack channel—is required to agree to the following Code of Conduct. This includes all attendees, speakers, performers, patrons (sponsors), volunteers, and staff.

Hackathons @ Berkeley is dedicated to providing a harassment-free experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, mental illness, neurotype, physical appearance, body, age, race, ethnicity, nationality, language, or religion. We do not tolerate harassment of participants in any form.

Anyone who violates this Code of Conduct may be sanctioned or expelled from these spaces at the discretion of the Hackathons @ Berkeley event organizers.

Hackathons @ Berkeley prioritizes marginalized people's safety over privileged people's comfort.

If a participant engages in harassing behavior, Hackathons @ Berkeley may take any action we deem appropriate, up to and including expulsion from all our event spaces and identification of the participant as a harasser to other community members or the general public.

## Reporting and Enforcement

If you are being harassed by a member of the Hackathons @ Berkeley community, notice that someone else is being harassed, or have any other concerns, please contact us immediately via email at [team@calhacks.io](mailto:team@calhacks.io).

## Hackathon

Please contact any member of our production, volunteer or security team. Our team can be identified by their "Director" t-shirts, and will be trained in how to address and report any incidents that attendees bring to their attention.

## Slack

Please contact an admin or moderator via direct message. If the person who is harassing you is a member of staff, they will recuse themselves from handling your incident. All reports will be handled in the strictest confidence. We will respond as promptly as we can.

Thanks,  
Hackathons @ Berkeley Team