

## CODE OF CONDUCT

BITSS is dedicated to providing a harassment-free event experience for everyone, regardless of gender, race, ethnicity, sexual orientation, gender identity, gender expression, disability, age, appearance, religion, or other group status. We do not tolerate harassment of meeting participants in any form. Event participants violating these rules may be sanctioned or expelled at the discretion of event organizers.

BITSS is dedicated to diversity, equity, inclusion, and the free expression of ideas. BITSS seeks to provide an environment in which diverse participants may learn, network, and enjoy the company of colleagues in an environment of mutual human respect. We recognize a shared responsibility to create and hold that environment for the benefit of all. Some behaviors, therefore, are specifically prohibited:

- Harassment or intimidation based on gender, race, ethnicity, sexual orientation, gender identity, gender expression, disability, age, appearance, religion, or other group status.
- Sexual harassment or intimidation, including unwelcome sexual attention, stalking (physical or virtual), or unsolicited physical contact.
- Sustained disruption or threatening speakers (verbally or physically).

Speakers are asked to frame discussions as openly and inclusively as possible and to be aware of how language or images may be perceived by others. Critical examination of beliefs and viewpoints does not, by itself, constitute hostile conduct or harassment. Similarly, use of sexual imagery or language in the context of a professional discussion might not constitute hostile conduct or harassment if it is necessary to the topic of discussion and presented respectfully.

### Enforcement

Participants who are asked to stop any harassing behavior are expected to comply immediately. If a participant engages in harassing behavior, event organizers retain the right to take any actions to keep the event a welcoming environment for all participants. This includes expulsion from the event.

Event organizers may take action to redress anything designed to, or with the clear impact of, disrupting the event or making the environment hostile for any participants. We expect participants to follow these rules at all event venues and event-related social activities.

### Reporting

If someone makes you or anyone else feel unsafe or unwelcome, or if you believe a harassment problem exists, please report it as soon as possible to any BITSS or CEGA staff member.

BITSS or CEGA staff are required to immediately relay all reports to CEGA leadership. If event organizers or CEGA leadership may have a conflict of interest, please pass along reports to members of the BITSS Advisory Board.

### References

The language in this policy is from the SIPS 2017 Conference [Code of Conduct](#), adapted with permission from conference organizers. Prime sources are from the [Geek Feminism wiki](#) and [American Library Association](#).