

Binary Shift Code of Conduct

All attendees, speakers, sponsors and volunteers at Binary Shift are required to agree with the following code of conduct. Organisers will enforce this code throughout the event. We expect cooperation from all participants to help ensure a safe environment for everybody.

The Quick Version

Binary Shift is dedicated to providing a **harassment-free conference experience for everyone**, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack thereof), or technology choices. **We do not tolerate harassment of conference participants in any form. Sexual language and imagery is not appropriate for any conference venue**, including talks, workshops, parties, Twitter and other online media. **Conference participants violating these rules may be sanctioned or expelled from the conference** without a refund at the discretion of the conference organisers. (See below for a more in-depth definition of harassment and unacceptable behaviour).

Making a Report:

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible. You may do so to any of the conference organisers. You can make a report in person or anonymously.

Personal report

You can make a personal report by:

- Emailing the organisers at hello@binaryshift.io
- Speaking to an organiser, identified by their coloured lanyards and Binary Shift shirts.

When taking a report in person, our team will ensure you are safe and cannot be overheard. They may involve other team members to ensure your report is managed properly. Once safe, we'll ask you to tell us about what happened. This can be upsetting, but we'll handle it as respectfully as possible, and you can bring someone to support you. You won't be asked to confront anyone and we won't tell anyone who you are.

Anonymous Report

You can make an anonymous report using the form available from the Code of Conduct page on the Binary Shift website. We can't follow up an anonymous report with you directly, but we will fully investigate it and take whatever action is necessary to prevent a recurrence.

Handling a report

All reports will be taken seriously, and managed with discretion and anonymity where requested.

Upon receiving a report we will:

- Create an incident report in our records

 - Check for any linked reports (similar behaviour, same names)

- Check with reporter as to their preferences for next steps (anonymity, no action, a mediated meeting, etc)

- Where action is required, we will contact the involved party/s by the contact information provided in registration and advise

 - that we have received a report

 - (If contacting via email) that we would like to arrange a meeting

 - a brief outline of the intended course of action

- Take action as necessary following the communication with involved parties

- Follow up with reporter if anonymity is not a factor.

If outside agencies are involved at any stage we will defer to their expertise.

The Less Quick Version

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.

Participants asked to stop any harassing behavior are expected to comply immediately. 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 organisers 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 by their Binary Shift shirts and organiser lanyards.

Conference staff will be happy to help participants contact hotel/venue security or local law enforcement, provide chaperones or companions to your transport or accommodation, or otherwise assist those experiencing harassment to feel safe for the duration of the conference. We value your attendance.

We expect participants to follow these rules at conference and workshop venues and conference-related social events. We aim to make Binary Shift a safe and inclusive place for everyone to learn, grow and connect.