

# Manitoba Women in Tech Meetup Group Event Code of Conduct

As we move many of our interactions online, it's important to remember that the code of conduct applies everywhere. It can be tempting to hide behind the anonymity of virtual platforms. We expect our community to conduct themselves in the same professional manner they would in-person and to respect the code of conduct outlined below.

Any harassment or behaviour that contravenes the spirit of the MBWiTech Meetup Code won't be tolerated.

## Event Attendees, Members, Volunteers, Speakers, Partners and Sponsors:

Whether in person or virtual, we want your experience with the MBWiTech events to be an enjoyable, fulfilling, and encouraging experience. Accordingly, everyone is expected to show respect and courtesy to each other at our events.

While at our events all attendees, members, volunteers, speakers, sponsors, and partners are required to agree with the following code of conduct. Organizers will enforce this code throughout the event. We expect cooperation from all participants to help ensure a safe environment for everyone.

## Harassment:

- Harassment is not tolerated.
- Harassment includes, but is not limited to: verbal language that reinforces social structures of domination related to gender identity and expression, sexual orientation, disabilities, neurodiversity, physical appearance, body size, ethnicity, nationality, race, age, religion, or other protected category; pregnancy; sexual imagery in public spaces; deliberate intimidation; stalking; following; harassing photography or recording; sustained disruption of talks or other events; offensive verbal language; and unwelcome sexual or physical/virtual attention.
- Speak up if you see or hear something. You are empowered to politely engage when you or others are disrespected. The person making you or others feel disrespected may not be aware of what they are doing. Politely bringing their behavior to their attention is encouraged.
- If you are being harassed, notice that someone else is being harassed, or have any other concerns, you can contact an Ambassador, the Ambassador Lead, or Manitoba Women in Tech Meetup Group organizers for assistance by private messaging them at the event for immediate assistance. You could also send an email to [maven@techmanitoba.ca](mailto:maven@techmanitoba.ca) if you need some time to think and we'll get back to you promptly.
- Anyone who is asked to stop any harassing behavior, is expected to comply immediately.
- If a participant engages in harassing behavior, the event organizers may take any action they deem appropriate, including warning or expelling the offender from an event with no refund. The person who has been asked to leave due to

harassment must do so immediately, quietly, and without drawing attention to themselves during the encounter and afterwards.

### **Why this policy is important:**

Harassment at events and in online communities is unfortunately common. Creating an official policy aims to improve this by making it clear that harassment of anyone for any reason is not acceptable within our events and communities.

This policy may prevent harassment by clearly defining expectations for behavior, aims to provide reassurance, and encourages people who have had bad experiences at other events to participate in this one.

### **Privacy and sharing of information:**

We come together to support, encourage, and inspire one another in a judgement free and safe environment. During our Meetups, people may share stories, real-life experiences, ideas for businesses, or other information that is only meant for the people they are speaking with. It's important not to discuss or share this information in any way with anyone.

### **Refrain from unapproved solicitation:**

We are an agenda free environment that welcomes all in the tech industry, those who use tech in their organization, who want to transfer over to tech, and tech students. Companies will feel at ease knowing that attending or supporting the Manitoba Women in Tech Meetup Group will not be a cause for their skilled technical employees to be lured away to another organization. Members will also feel at ease knowing that they won't feel pressure from employment solicitation.

Additionally, we expect that participation in our events will not result in future solicitations unless the member specifically invites future contact. We ask that all participants at our events refrain from using attendee lists or similar information for solicitation purposes.

To provide a distraction-free environment for everyone, there are certain types of solicitation which are not allowed during our events including:

- employment recruiting
- pulling someone away from their current company with your business venture or grant proposal/idea
- unauthorized distribution of printed or electronic materials including literature, signs, flyers, invitations, tickets, forms, etc., except for business cards

### **Approved solicitation guidelines:**

Networking is an important part of opening doors to new business journeys. When talking about potential business ventures/ideas or grant opportunities with other people at the event, it's important to keep these guidelines at the forefront:

- Ask for permission to talk more about a business or grant proposal/idea before going into the conversation or elevator pitch and only continue if you've received approval from the person you are asking

- If you've both agreed that you'd like to discuss the idea further and there is room at another table, politely excuse yourselves and move to another table to continue your conversation.
- If there is no room at another table, make plans through the private chat to meet after the meeting.
- If you would like to talk more about a business or grant proposal/idea, ask for permission to give the person your contact information to connect after the meeting.
- If the person you've posed the idea to is not interested, refrain from continuing the conversation.

### **Outcomes of refusing to comply with our Code of Conduct:**

Any person and/or organization found to be going against the spirit of this policy will be asked to discontinue, leave the event quietly and without drawing attention to themselves during the encounter and afterwards, and be banned from future events and membership.

### **License and Attribution:**

<https://creativecommons.org/publicdomain/zero/1.0/>

This policy is based on and influenced by several other community policies including Google Event Code of Conduct, Slack Code of Conduct, FWD50, Council on Foundations, National Conferences Service, Ohio LinuxFest Anti-Harassment policy, Con Anti-Harassment Project, Geek Feminism Wiki (created by the Ada Initiative), ConfCodeofConduct.com, JSconf, Rust, Diversity in Python, Write/Speak/Code.