



## Code of Conduct

This is a tool to ensure safety and respect across our intersectional community, a professional group for LGBTQ+ people who work in, or have a passion for, technology.

Our core values are kindness, knowledge, belonging, and joy — you can make these come alive by attending our events and practicing and upholding these five standards:

- 1) Lift each other up with **kind words, inclusive actions**, and warmth. We're a community, not a clique. Seek out others who are different from you, and try to learn from and embrace their experience. You'll meet folks of a different race, gender, sexual orientation, age, ability, and experience than you. If it feels uncomfortable at first, that's okay.
- 2) **Ask about a person's pronouns.** Be careful not to make assumptions about someone's gender identity, gender expression, and gender-related appearance and behavior.
- 3) **Recognize and confront microaggressions**, racist assumptions, transphobic remarks, and general unfriendliness. These comments may not be intentionally malicious, but often lead to feelings of oppression on the part of our least represented participants, requiring additional emotional labor. They deserve to be called out and addressed for everyone's benefit.
- 4) Whether you're planning an event or attending one, **make sure all voices are included and heard.** You can do this by creating physical and conversational space for others, especially queer people of color, womxn, trans, non-binary, and disabled folks.
- 5) **Look out for and protect one another.** We don't tolerate harassment of any kind, unwelcome physical contact; denigrating or hostile words, visuals, or behaviors; or intentional mis-gendering of individuals.

### **Feel uncomfortable? Don't hesitate to contact Out in Tech staff.**

If you are being harassed or feel uncomfortable, unwelcome, and/or unsafe, please let Out in Tech staff know immediately by telling one of the event organizers or by visiting <http://outintech.com/questions>.

Whether during or after an event, we want to hear from you and seek your help as we build a welcoming space where all members of the LGBTQ+ community belong.