



Mila / TechAide - Code of conduct

Mila / TechAide is committed to providing a welcoming and harassment-free environment for its participants regardless of their race, religion, ethnicity, gender and trans-identity, sexual orientation, disability (physical or mental), physical appearance, and creed.

This code of conduct has been written to provide the essential foundation for a community space that fosters respectful exchange of scientific ideas and debate.

This code of conduct applies to Mila / TechAide sponsors, speakers and participants both during the event and on official communication channels, including social networks.

Mila / TechAide participants commit to:

- Be mindful of their words, actions, and will actively recognize and respect each other's boundaries.
- Refrain from demeaning, discriminatory, or harassing behavior or speech. Harassment includes, but is not limited to: deliberate intimidation; stalking; taking pictures or video of a person without consent; non-stop interruption of conferences or other events; non-consensual physical contact (for in-person events); use of sexual images, comments, or jokes; and unwanted sexual attention. If you feel harassed, if you think someone is being harassed, or more generally if you have concerns, please contact an organizer immediately.
- Watch out for others. Please contact an organizer if you notice a dangerous situation, someone in distress, or violation of the code of conduct, no matter how innocuous it may seem.
- Refrain from using images, activities, or other materials that are of a sexual, racist, or otherwise offensive nature.
- Participants should not use sexualized clothing/uniforms/costumes, or otherwise create a sexualized environment.

This code applies to both official sponsors as well as any organization using this event as a brand in their activities associated with this event.

Complaints and violations will be handled at the discretion of the organizers. Reports made during the event will be handled immediately; otherwise they will be handled within two weeks. We remain available to help participants or anyone who feels harassed during the event feel safe. [Please contact us](#).

If a participant begins to harass another person, the organizers of the event can make any decision they feel is appropriate. This may include a simple warning, excluding the person from the event, without compensation, or reporting the incident to their institutions and funding agencies, or to local authorities. (If you believe you have been wrongly accused of violating the code of conduct, contact the organizers of the event and provide a brief description of your complaint; any complaints sent will be considered by the organizers).

Your feedback on this code and any other aspect of the Mila / Techaide is appreciated, and we thank you for your help in making this a safe, enjoyable, and user-friendly experience for all participants.

The above text is licensed under CC BY-SA 4.0. Thanks to Erin Kissane, the Citizen Code of Conduct, the Django Project Code of Conduct, the Theorizing the Web Code of Conduct, and Rosenfeld Media's Code of Conduct, from which we drew ample inspiration. We are also grateful for "how to design a code of conduct for your community" by the Ada Initiative.