

## Community Code of Conduct

Last updated: November 1, 2016

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Everyone participating in the NedSpace community—including, but not limited to the NedSpace Coworking Space, NedSpace Google Group, and NedSpace Slack Channel — is required to agree to the following code of conduct. This includes all visitors, speakers, vendors, partners, patrons, and volunteers, as well as NedSpace members, guests of NedSpace members, and those attending NedSpace events.

NedSpace will enforce this code during its space and events throughout the year. We expect cooperation from everyone to ensure a safe, diverse, and welcoming environment.

### The Condensed Version

NedSpace is dedicated to providing a harassment-free experience for everyone, regardless of gender, gender identity, age, sexual orientation, disability, physical appearance, body size, race, genetic information, medical conditions, national origin, political affiliations, ideology, or religion (or lack thereof). We do not tolerate harassment of members in any form.

Sexist, racist, discriminatory, or harassing language and imagery is not appropriate in the NedSpace community, in person or online. Participants violating these rules may be sanctioned or expelled from the NedSpace, NedSpace Google Group, the NedSpace Slack Channel, and all future events without a refund at the discretion of NedSpace team.

### The Less Condensed Version

Harassment includes offensive verbal comments related to gender, gender identity, age, sexual orientation, disability, physical appearance, body size, race, religion, 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.

Exception: Discussion or images related to sex, pornography, discriminatory language, or similar is welcome if it meets all of the following criteria:

- It is necessary to the topic of discussion and no alternative exists
- It is presented in a respectful manner

— Attendees and members are respectfully given ample warning and opportunity to leave beforehand.

This exception specifically does not allow use of gratuitous sexual images as attention-getting devices or unnecessary examples.

Participants asked to stop any harassing behavior are required to comply immediately.

If a participant engages in any of the aforementioned behavior, NedSpace may take any action they deem appropriate, from warning the offender to immediately expelling the offender with no refund.

At the end of the day, we expect NedSpace members, clients, vendors, guests, presenters, suppliers and all people inside NedSpace to be totally respectful of one another, and whenever possible please put other members needs ahead of your own.

#### Reporting and Enforcement

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact Mark Grimes, Chelsea Lancaster, or Michael Coates immediately. If you can't or don't wish to speak in person, or prefer to talk privately or electronically, contact us at [nedspace@ned.com](mailto:nedspace@ned.com) or by direct message in Slack or Twitter.

All reports will be handled in the strictest confidence.

Thanks

This document was based on the work of JSConf, Geek Feminism, [confcodeofconduct.com](http://confcodeofconduct.com), and inspired by resources provided by Ashe Dryden.

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